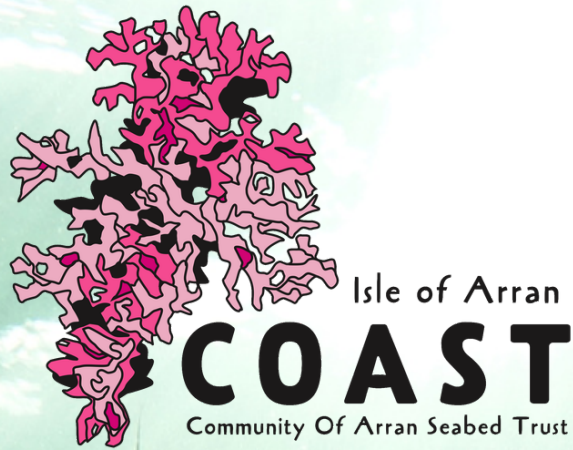




Marine Policy and Campaigns Officer

Job application pack

THE COMMUNITY OF ARRAN SEABED TRUST (COAST) is a Company Limited by Guarantee
Registered Company No SC299917 at Companies House Edinburgh.
A Charity Registered in Scotland SC042088
www.arrancoast.com

Nature of Scotland Award Winners 2014
Goldman Environmental Prize 2015
Spirit of the Community Environment Winners 2017
United Nations Biological Diversity 'Outstanding Example' 2021

Job Advert

Are you passionate about protecting our seas and campaigning for change? COAST is seeking a full-time **Marine Policy and Campaigns Officer** to join our growing team and aid us in advocating for the protection of our seas, around Arran and beyond.

This role will connect policy, science and community knowledge, with the goal to influence national policy, strengthen enforcement and support communities in advocating for better management of Scotland's inshore waters.

The successful candidate will be able to work across policy, campaigning and stakeholder engagement, whilst contributing to COAST's growing role as a national voice for community-led marine recovery. The candidate is expected to show excellent project management skills and will be a confident communicator, with a desire to become part of our island community.

Community of Arran Seabed Trust

COAST is a multi-award-winning, community-led, marine conservation charity. Established in 1995 by two local divers in response to the collapse of fish stocks and seabed degradation in the Clyde, COAST has become a pathfinder in community-driven marine protection. We are a small, dynamic team of staff and volunteers committed to realising the environmental, social and economic potential of our seas. Highlights of our work include:

- Establishing Scotland's first and only community-led No Take Zone in 2008, following a 13-year campaign.
- Proposing the South Arran Marine Protected Area in 2012, which was designated in 2014 and protected from bottom-towed fishing in 2016
- Opening Scotland's first community-led Marine Protected Area Visitor Centre, the COAST Discovery Centre, in 2018.

Over the next four years, COAST's ambition is to scale up our impact as a leading community-led marine conservation charity in Scotland. We will build on three decades of community-driven marine protection and restoration around Arran and the Clyde. COAST aims to deepen community involvement in marine stewardship using citizen science and academic research as the evidence base.

Alongside this, we will continue to build COAST's capacity through new facilities, partnerships and sustainable income, supporting our research, education and community work for the long term. We will grow our supporter base and public profile, building lasting support for marine recovery and ocean protection.

This role will support the delivery of **Full Circle**, COAST's flagship programme focused on marine recovery, skills development and community leadership while strengthening long-term protection for Scotland's seas through education, training and practical conservation work.

This growth phase will require a highly motivated, passionate individual to guide COAST in translating community-led marine conservation and scientific evidence into meaningful policy change across Scotland and its inshore waters.



Job Description

Job Title: Marine Policy and Campaigns Officer

Salary: £30,000 (4% increase each year)

Contract: 4 years

Location: Lamlash, COAST Hub, Isle of Arran

Key Responsibilities

Policy and advocacy

- Support the delivery of COAST's Full Circle programme and translating evidence into policy and advocacy outputs.
- Support the development of policy positions and consultation responses, particularly relating to MPAs, fisheries management and marine planning.
- Lead the preparation of consultation responses and briefings.
- Contribute to national policy discussions and lead engagement with the Scottish Government, Marine Directorate, MSPs, NatureScot and other key stakeholders.
- Support work to improve compliance monitoring and enforcement within MPAs and inshore fisheries.

Evidence and impact

- Develop a strong understanding of pressures on Scotland's marine environment, including mobile bottom fishing, habitat degradation, overfishing, bycatch and climate impacts.
- Translate scientific research and monitoring data (e.g. from COAST's long-term datasets and surveys) into clear, accessible materials.
- Work alongside COAST's Communications Officer and researchers to develop and promote briefings, reports, and visual materials that clearly communicate the available evidence of ecological recovery and future management needs.
- Work with colleagues and partners to ensure outputs are evidence-based, accurate and policy-relevant.

Community and sector engagement

- Support COAST's work with other coastal communities across Scotland, including through the Coastal Communities Network.
- Share learnings from Arran to support other communities seeking improved marine protection and management, including providing accessible materials to assist engagement in policy processes and consultations.
- Help build and maintain relationships with community groups, fishers, NGOs and local stakeholders.
- Facilitate knowledge exchange between communities, policymakers and practitioners, supporting participatory approaches to inform local marine management.

Campaigns and communications

- Lead on the development of campaigns aligned to the Full Circle programme and more generally on marine protection, inshore fisheries management and community leadership in marine management.
- Work with the communications team to support media engagement and develop content that supports campaigns and policy priorities.
- Identify and help develop stories that link science, community voice and policy change.
- Represent COAST at national forums, stakeholder meetings and public events.

Internal collaboration and reporting

- Work closely with COAST teams across science, community and operations.
- Track engagement and contribute insights to improve campaign effectiveness.
- Contribute to monitoring, evaluation and reporting for Full Circle funders.
- Maintain clear records of policy engagement, outputs and impact.
- Support reporting to funders and contribute to organisational monitoring and evaluation.



Qualifications, Knowledge and Experience

Essential

- Knowledge and understanding of the Scottish and UK marine policy arena and current issues.
- 2 years relevant experience in campaigning and/or advocacy.
- Confident with working alongside a diverse range of stakeholders.
- The ability to present complex scientific and policy information to non-specialist audiences.
- Strong commitment to COAST's mission of community-led marine conservation and recovery.
- Excellent communication skills (written and spoken).
- Confident public speaker to a wide range of audiences.
- Strong organisational skills and attention to detail.
- Experience using digital tools and platforms for communication and outreach.
- Ability to work independently and collaboratively within a small team.
- Willingness to travel and work across coastal communities where required.

Desirable

- Experience working with or supporting coastal or island communities.
- Understanding of Scottish marine planning and regulatory systems.
- Experience contributing to consultations or policy processes.
- Background in environmental science, marine biology or a related field.
- Experience with GIS or spatial data tools (e.g. QGIS).
- Experience in citizen science, participatory methods or community research.
- Confidence interpreting environmental datasets and evidence.



Diversity and Inclusion

COAST is committed to building a diverse and inclusive team. We welcome applications from individuals from all backgrounds, particularly those under-represented in the marine and conservation sectors.

If you do not meet every requirement but are passionate about marine restoration and policy change, we encourage you to apply.

Terms of Employment

Outline details of the terms of employment are set out below:

- **Contract Type:** 4 years
- **Notice Period:** One month written notice period by employer or employee.
- **Annual Leave:** 36 Annual leave days including bank holidays
- **Hours of Work:** 37.5 hours per week; this may include some weekends and evenings.
- **Workplace Pension Scheme:** Enrolment in a third-party workplace pension scheme.
- **Location:** Lamlash, COAST Hub, Isle of Arran. Accommodation support can be facilitated through COAST. Travel to meetings and conferences on COAST business as required.
- **Flexible working arrangements:** Hybrid working available, but employee must be based on the Isle of Arran.
- **Reporting:** A regular progress report against the Full Circle Work plan and operational plan.
- **Training:** Training will be provided as appropriate to the position.
- **Expenses:** Approved expenses will be reimbursed each month.
- **Disclosure:** The position holder may be required to complete a disclosure Scotland check

How to Apply

To apply, a full CV with a covering letter detailing how you meet our requirements should be sent by email to Áine Purcell Milton at recruitment@arrancoast.com

Application deadline: 7th August 2026

Online interviews: 25th & 26th August 2026

If you would like to discuss this position with us informally, please email us at the same address.

