



# Join our staff team!

Raasay Development Trust (RDT) is looking for a motivated and experienced individual to help us take forward our Community Climate Action Plan.

RDT is a charity and company limited by guarantee run by a Board of volunteer Directors. We were established in 2014 to deliver activities that advance the wellbeing and resilience of the people and environment of the Isle of Raasay.

- We coordinate a roundtable of Raasay organisations, and project manage Raasay's Five Year Development Plan ([link here](#)).
- We manage community assets including housing, a woodfuel processing plant and pontoons.
- We deliver the Carbon Neutral Islands (CNI) programme in line with our Community Climate Action Plan ([link here](#)).
- We work with other Raasay community organisations, adding capacity to help them advance their projects. Our focus is on making the island more resilient.
- We look beyond Raasay, building alliances and partnerships for the benefit of our local community and for the benefit of other communities in Scotland and beyond.

## Raasay Community Renewables (RCR)

Raasay Community Renewables is set up as a community benefit society with the aim of reducing fuel poverty. RCR developed two run-of-river hydroelectric schemes — the 99kW Inverarish Burn Hydro and the 38kW Mine Burn Hydro — which began generating electricity in September 2022. Together, they produce an average of 520,000 kWh annually, enough to power around 140 homes and save approximately 127 tonnes of CO<sub>2</sub> emissions per year. More at [raasay.com/renewables-hydro-scheme](https://raasay.com/renewables-hydro-scheme).

We have funding to appoint the following post:

<b>Carbon Neutral Islands (CNI) Community Development Officer</b>	£32,000	1.0 FTE (35 hrs/wk), fixed term to 31st March 2027 (potential for renewal subject to performance and funding).
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# How to Apply

<b>Opening date</b>	Wednesday 22nd April 2026
<b>Closing date</b>	<b>Thursday 7th May 2026 at midnight</b>
<b>Interviews</b>	Monday 11th & Tuesday 12th May 2026 (online or in person on Raasay)

On the following pages you will find the job description and person specification for the Carbon Neutral Islands (CNI) Community Development Officer.

**Please return your CV and a covering letter explaining how you meet the person specification to [raasaydevelopmenttrust@gmail.com](mailto:raasaydevelopmenttrust@gmail.com)**

If you would like an informal chat about any aspects of the post before applying, please contact Tom Lusink, Lead Development Officer, via [tom@raasaydevelopmenttrust.org](mailto:tom@raasaydevelopmenttrust.org)

## Equal Opportunity Statement

Raasay Development Trust is committed to providing equal opportunities in employment. We welcome applications from individuals of all backgrounds, regardless of age, gender identity, disability, ethnicity, religion or belief, sexual orientation, or any other protected characteristic.

## Background on Raasay and Raasay Development Trust

For background on the Isle of Raasay, on Raasay Development Trust and the Carbon Neutral Islands programme you can visit

[www.raasay.com](http://www.raasay.com)

# Carbon Neutral Islands (CNI) Community Development Officer

<b>Duration</b>	Fixed term to 31st March 2027. Potential for renewal subject to performance and funding.
<b>Start date</b>	As soon as possible.
<b>Salary</b>	£32,000, 5% pension contribution.
<b>Hours</b>	Full time (1.0 FTE = 35 hrs/wk), flexible hours and generous annual leave package.
<b>Reporting</b>	The postholder will report to the Lead Development Officer.
<b>Location</b>	Based on Raasay. Hybrid and home working arrangements available.

## Job description

The Carbon Neutral Islands (CNI) is a Scottish Government funded project working across six islands to become Net Zero by 2040 ahead of the rest of Scotland. Innovating, collaborating to share lessons with other communities.

As CNI Development Officer you will work with the community and Lead Development Officer on the development and delivery of new and existing projects under the Climate Action Plan. The role entails taking ownership — you will take projects from early development through to delivery, building the relationships, plans, and local capacity needed to make them work and to ensure they continue to deliver value and community wealth that lasts.

This includes a unique opportunity to lead the establishment of an Energy Local Club on Raasay. Raasay Community Renewables (RCR), in partnership with Energy Local, Community Energy Scotland, Tiree Community Development Trust and Barra & Vatersay Community Ltd. have secured funding through the Energy Redress Scheme to set up clubs on Scottish islands which will use existing grid infrastructure to sell community-owned energy to local residents and businesses at a reduced rate. Working with RCR, local consumers, and the project partners, you will take the lead in making this happen.

## Key Tasks

- **Project management:** You will lead on the development and delivery of projects under the Climate Action Plan — creating workplans, managing budgets and financial planning, raising funding, and taking a hands-on delivery approach. This is the majority of the job.
- **Communications and engagement:** You will foster community participation and awareness of CNI, facilitating discussions with individuals and groups on key topics in the Climate Action Plan. You will work to build local skills and confidence alongside project delivery, so that what is built has lasting benefit to the community.
- **Research and collaboration:** You will develop partnerships, collaborations and gather data to support project delivery and pipeline development. Partners and projects here include working with other communities, national bodies, research institutions and overseeing feasibility studies.
- **General duties and administration:** You will share administrative duties with RDT and colleagues, including correspondence, record keeping, monthly reporting to the Board and project documentation.

## Current and Upcoming Projects

Examples of projects the role may be involved with: Energy Local Club; Housing retrofit; Raasay House retrofit; Venison processing facility retrofit; Food Growing Projects; Habitat restoration; Marine carbon and biodiversity study.

# Carbon Neutral Islands (CNI) Community Development Officer

## Person specification

### Skills & Personal Attributes

- **Knowledgeable of island or rural life:** A genuine understanding of the opportunities and constraints facing a small, remote community.
- **Systemic problem-solver:** Aware how systems and structures relate on a small and big scale. Comfortable working in uncertain and nebulous environments with no 'handbook'.
- **Motivated and self-reliant:** Able to work independently and manage your time effectively without close supervision. The ability to self-organise and prioritise workload with minimal structure is essential.
- **Community and collaboration focussed:** Genuinely interested in working with people, not just delivering outputs. Comfortable working as part of a close-knit team and engaging with individuals and groups including volunteers.
- **Strategic thinker:** Able to use critical thinking to inform decisions and see the 'bigger picture'.
- **Organised and analytical:** Capable of handling multiple priorities and maintaining accurate project documentation such as monitoring reports.

### Experience — Essential

- Experience leading projects, including managing timelines, stakeholders, and budgets.
- Ability to carry out financial planning and management in support of project delivery.
- Experience working with communities or community organisations.
- Evidence of strong communication and relationship-building skills.
- Experience using digital tools for communication and project planning.
- Experience of fundraising and grant management.

### Experience — Desirable

- Specialist knowledge in one or more areas: renewable energy, energy retrofit, land management, ecology and biodiversity, regenerative systems, sustainable transport, local food systems, marine or coastal management.
- Experience working in small, agile teams.
- Experience designing projects with long-term benefit in mind.
- Familiarity with Scottish Government and/or third sector funding programmes in Scotland.
- Experience using a range of community engagement tools.

The post-holder must be able to travel throughout Scotland and should have access to a car or other appropriate means of transport. Travel and other expenses will be reimbursed. Attendance at evening meetings will occasionally be required.