

Cairngorms Capercaillie Project

Progress Report: 1 April - 30 June 2022

The information in this document is submitted and discussed as part of the Cairngorms Capercaillie Project's quarterly reporting to the National Lottery Heritage Fund.

Project summary

The Cairngorms Capercaillie Project is working to secure the long-term survival of capercaillie in the UK. Funded by the National Lottery Heritage Fund until July 2023, the project's actions for capercaillie are being delivered across the Cairngorms National Park.

The project's key actions are:

- to enable communities to develop and deliver their own community-led actions for capercaillie;
- raise awareness of the plight of capercaillie and how people can help;
- research the genetic diversity of capercaillie in the Cairngorms National Park to help inform action;
- improve and create more habitat for capercaillie and undertake predator control in key areas;
- strengthen current capercaillie monitoring to enable more informed decisions

The project is led by the Cairngorms National Park Authority and delivered in partnership with the Badenoch & Strathspey Trail Association, Balmoral Estate, Brook Forestry, Cairngorms Business Partnership, Carrbridge Capercaillie Group, Developing Mountain Biking in Scotland, Forestry and Land Scotland, Groves Forestry, Rothiemurchus Estate, RSPB, Scottish Forestry, NatureScot and Seafield and Strathspey Estates.

Project start date	22 July 2020
Grant expiry date	30 July 2023

Progress towards the project's approved purposes

Green	Delivery is on track
Amber	Minor issues are impacting delivery
Red	Major issues are impacting delivery

The project's three-step model for enabling community-led action for capercaillie

Stage 1: Why?	This stage is about defining the cause. Why does (or might) capercaillie conservation matter to the community? This is about identifying the key interest groups and leaders in the community and listening to them to identify the issues and themes at play related to capercaillie conservation.
Stage 2: How?	This stage is about identifying how the community feels about the cause by identifying the views held in the wider community, how widespread those views are and where the common ground is.
Stage 3: What?	This stage is about enabling the community to take action for the cause using the data and analysis from Stage 2 and helping the community plan how to monitor and evaluate the actions they deliver in response.

Approved purpose	Summary of progress	Status
Empower communities to help ensure the survival of capercaillie through community-led conservation, by implementing the Carrbridge Capercaillie Conservation Strategy and developing, agreeing and implementing action plans with additional communities.	<p><i>Carrbridge community – Stage 3</i></p> <ul style="list-style-type: none"> Signage trialed in 2021 as part of the Carrbridge Capercaillie Conservation Strategy to promote responsible access around Carrbridge during the capercaillie breeding season was reinstalled. Some new locations were added as an additional landowner around the village, who was not part of the 2021 trial, wished to install the signage this year. The Community Ranger has maintained a regular presence to encourage people to adhere to the signage and will continue to do so until the signage is removed in August. An end of season report will be published thereafter summarising how residents and visitors have responded to the signage. The lek sites around Carrbridge were safeguarded April to May by the Community Ranger. Safeguarding the local lek sites is an annual activity as part of the Carrbridge Capercaillie Conservation Strategy. <i>Issue: The Project Board provided feedback to the Carrbridge Capercaillie Group in February regarding the draft Carrbridge Action Plan for 2022/23. In June an updated and costed Action Plan was developed in response and approved by the Project Board. The Carrbridge Capercaillie Group are due to meet in August to confirm next steps. Until such time, this activity area remains 'amber'.</i> 	

Approved purpose	Summary of progress	Status
	<p><i>Mountain biking community – Stage 3</i></p> <ul style="list-style-type: none"> ▪ The consultation process for the MTB Recreation Management Plan was completed. Forestry and Land Scotland, Seafield and Strathspey Estates, RSPB, Rothiemurchus, CNPA, NatureScot and members of the Trail Feathers group including the Badenoch & Strathspey Trail Association were involved. ▪ CNPA, supported by NatureScot, began the process of conducting a Habitat Regulations Assessment (HRA) for the final draft of the MTB Recreation Management Plan. The Assessment is due to be complete in July. ▪ The MTB Recreation Management Plan is designed to: <ol style="list-style-type: none"> 1. Enable data driven decisions about trail development, maintenance and promotion in Badenoch and Strathspey to ensure mountain biking recreation develops sustainably and sensitive habitats and species are safeguarded. 2. Enable greater levels of responsible access by the mountain biking community in Badenoch and Strathspey including resident and visiting riders. 3. Enable the mountain biking community, land managers and agencies to communicate more effectively. ▪ A part-time MTB Trail Development Co-ordinator is in post, funded by CNPA, to work with the Trail Feathers group and the Badenoch & Strathspey Trail Association to help deliver the MTB Recreation Management Plan on the ground once the HRA process is complete and a final version of the plan is in place. ▪ Members of the Trail Feathers group re-installed seasonal signage to promote responsible riding in core mountain biking areas in Badenoch and Strathspey during the capercaillie breeding season. 	
	<p><i>Business community – Stage 3</i></p> <ul style="list-style-type: none"> ▪ A Business Community Action Plan is in place. The plan was developed in response to the views of 131 businesses and finalised following feedback from members of the Cairngorms Business Partnership. ▪ As part of the Action Plan, recruitment began for a part time Business Engagement Officer to join the Cairngorms Business Partnership team to provide dedicated and tailored support to help businesses across the Cairngorms National Park excel in promoting responsible enjoyment that will enhance visitor experiences and benefit the natural heritage of the National Park, including capercaillie. ▪ As part of the Action Plan, a tender was published on Public Contracts Scotland for the following work: development, testing and production of targeted, positive and engaging online consumer facing content, that promotes behaviours that will be of benefit to the area’s natural heritage, including capercaillie. Work was also commissioned to develop a web-based solution that will enable businesses to easily access and share the online content produced. 	

Approved purpose	Summary of progress	Status
	<p><i>Visitor community – Stage 3</i></p> <ul style="list-style-type: none"> ■ An Action Plan is now in the process of being delivered to build on the visitor research undertaken by Heritage Pathfinder regarding visitors to Glenmore Forest Park, Abernethy National Nature Reserve and Rothiemurchus. The plan consists of the following: <ul style="list-style-type: none"> - Commission an audit of where and how the sites (Glenmore Forest Park, Abernethy and Rothiemurchus) ‘speak’ to the visitor segments identified through the visitor research. - Identify and fund the delivery of site-specific actions in response to the audit. - Use the targeted, positive and engaging pre-arrival content for visitors that promotes behaviours that will be of benefit to capercaillie (developed as part of the business community work) - Host a workshop for RSPB, Rothiemurchus and Forestry and Land Scotland staff, and all other interested landowners/managers and businesses relevant to the visitor community, to share the learning and insights gained through this area of work within the project. 	
	<p><i>Deeside communities – Stage 3</i></p> <ul style="list-style-type: none"> ■ A draft Action Plan is now in place and is based on the following areas of alignment: <ul style="list-style-type: none"> - Enabling responsible access - Enabling more people to get involved - Improving and expanding habitat - Marking and removing fences - Reinforcing the Deeside capercaillie population - Controlling predators ■ The areas of alignment above were identified through listening sessions and an online survey which saw over 770 people who live, work and visit Deeside share their views about capercaillie conservation. ■ A workshop, held in May to share the draft Action Plan with members of the community and seek their feedback on it, was attended by 25 members of the community including businesses, landmanagers, mountain bikers, conservation volunteers, Rangers and mountaineering interests. ■ The draft Action Plan has been refined in response to the feedback received and follow-up meetings have been scheduled with businesses, landmanagers the Aberdeenshire Trail Association and members of the community who have volunteered to be part of a ‘Deeside Team’ working closely with the Project Team to enable the delivery of the Action Plan on the ground. 	

	<p><i>Dog walking community – Stage 1</i></p> <ul style="list-style-type: none"> ▪ A contractor is in place to conduct individual listening sessions from July - August with canine professionals operating within Badenoch and Strathspey (and immediate surrounding areas) to identify the key issues and themes at play for the resident dog walking community in Badenoch and Strathspey. The majority views shared through the listening sessions will be used to develop an online survey, which will be promoted in September to identify the views held in the wider resident dog walking community within Badenoch and Strathspey, how widespread those views are and the common ground around which actions could be delivered. 	
<p>Raise awareness and increase understanding of the challenges facing capercaillie through a variety of means including social media activities and events, a new online engagement platform, volunteer work, a public app, new resources for schools and genetics analysis.</p>	<ul style="list-style-type: none"> ▪ This quarter the project website attracted 378 returning visitors; up 17% on the last quarter and 1,918 new visitors; up 16%. The project Facebook page has 1,840 followers; up 13% on the last quarter. ▪ The following media have featured the project this quarter: <ul style="list-style-type: none"> - BBC Scotland - BirdGuides - Birdwatch magazine - The Herald - Ireland Live - The Northern Scot - Press & Journal - Rare Bird Alert - Saltire News - Scotsman - Scottish Daily Mail - Strathspey Herald - STV News - The Times ▪ To date volunteers have donated 2,570 hours to the project. ▪ A team of trained Fence Monitoring Volunteers began supporting landmanagers across the National Park to check the status of fences in capercaillie areas to ensure they do not pose a collision risk to the bird. The data the volunteers gather is inputted into a new inventory of fences in capercaillie areas developed as part of the project. ▪ The birding media were highly supportive following the arrest of a man found disturbing a lek in Strathspey in April. Birdwatch magazine, Rare Bird Alert and BirdGuides all carried the project's statement in response to the arrest and Birdwatch magazine invited the project to write a feature article about capercaillie and the issues facing the bird to be published in August. ▪ Emma Roddick MSP, the new Scottish Environment Link 'Nature Champion for Capercaillie', visited the Cairngorms in May to meet project and partner staff and learn more about the project's work and wider work for capercaillie. ▪ The Scottish Tourism Observatory published a case study about the visitor research undertaken by Heritage Pathfinder regarding visitors to Glenmore Forest Park, Abernethy National Nature Reserve and Rothiemurchus. The case study highlights the value of using data and research to bring people together to protect capercaillie. ▪ The second phase of the pilot genetic lek survey began. Over 180 droppings were collected at two lek sites as part of existing lek survey work. The droppings are currently being analysed to identify how many birds they originate from. This number will then be compared to the number of birds seen during the lek surveys. The aim is to establish whether the use of genetic material provides a feasible and more accurate alternative to current survey methods based on capercaillie sightings. 	

<p><i>Continued ...</i></p>	<ul style="list-style-type: none"> ▪ Issue: Work is ongoing by RZSS to identify the genetic diversity of the Cairngorms capercaillie population using feathers collected by the project from across the National Park. The work has experienced delays and the final report will now be published in September instead of August and an action planning workshop in response to the report will now take place in October instead of September. Comparison samples from Sweden, Poland, Germany, Austria, Norway, France, Belarus and Slovakia and UK samples thought to be pre-extinction are in the process of being analysed as part of this work. ▪ Issue: A tender was published on Public Contracts Scotland for developing and producing learning resources to help more primary school pupils (and their teachers) to learn about capercaillie. The tender was not awarded due to a lack of response and will be re-issued this autumn. 	
<p>Work with landowners to implement plans to improve and manage around 9,000 hectares of habitat across six estates for the benefit of capercaillie; enable landowners to play their part in capercaillie conservation via a third-party grant scheme targeting landholdings in capercaillie areas.</p>	<ul style="list-style-type: none"> ▪ Due to capercaillie breeding season, habitat improvement work has largely been paused for this quarter to avoid disturbance. Fox and crow control on Rothiemurchus Estate and Seafield Estate has continued. ▪ The project grant scheme to enable landmanagers of all sizes to improve and create more habitat for capercaillie received 4 new applications which are currently being assessed. Grants are available for actions that are not currently funded through existing schemes including predator control over 1.5km from an active lek and marking fencing over 1km from an active capercaillie lek. ▪ Issue: A whole forest approach to deer management in Tom an Uird Forest remains unviable through FGS funding. Deer control to improve over 300 hectares of habitat for capercaillie in the forest has not been delivered as a result. 	
<p>Monitor, test and evaluate ideas throughout delivery, applying learning from the project to refine activities including habitat improvement work, survey techniques, promotional activities and the community action planning model.</p>	<ul style="list-style-type: none"> ▪ An Evaluation Framework has been finalised. ▪ Qualitative data has been collected to evaluate volunteer experiences with the project. ▪ The learning captured from evaluation sessions held with project staff and partners to reflect on the project's community action planning model has been used to inform the project's recent approach in Deeside and planned approach with the dog walking community. ▪ A feedback session was held with members of the mountain biking community to gather feedback on the video footage captured so far that documents the learning around the Trail Feathers project. A feedback session will also be held with relevant landmanagers in July. 	

Approved purpose	Summary of progress	Status
<p>Develop an innovative and replicable model for community-led species conservation that enables communities to successfully coexist with their natural heritage, sharing the project's findings internally and externally with UK organisations, and further afield, to create a legacy of learning.</p>	<ul style="list-style-type: none"> ▪ The Evaluation Framework includes a number of tools to help evaluate and refine the model which has been developed to enable community-led species conservation. ▪ Work by James Hutton Limited is ongoing to document on film the process and outcomes of the Trail Feathers project (the project's work with the mountain biking community) to provide inspiration, learning and evidence in a way that can stimulate further debate and learning. 	

Milestones

Green	Delivery is on track
Amber	Minor issues are impacting delivery
Red	Major issues are impacting delivery

	2020	2021	2022	2023
Recruitment				
Recruit Project Officer, Communications Officer, Project Administrator, Community Ranger and Capercaillie Advisory Assistant				
Raising awareness				
Develop a Comms Plan				
Launch a new project website				
Commission the design of capercaillie related resources for primary schools				
Develop an online capercaillie hub				
Genetic research				
Analyse DNA from capercaillie feathers collected from across the National Park				
Deliver an action planning workshop in response to findings from the DNA analysis				
Trial a genetic lek survey				
Habitat improvement				
Improve over 300 hectares of habitat for capercaillie in Abernethy Forest				
Improve over 30 hectares of habitat for capercaillie in Baddengorm Woods				
Improve over 400 hectares of habitat for capercaillie on Balmoral Estate				
Improve over 300 hectares of habitat for capercaillie in Tom an Uird Forest				
Improve over 4,500 hectares of habitat for capercaillie on Rothiemurchus Estate (includes predator control)				
Improve over 3,000 hectares of habitat for capercaillie on Seafield and Strathspey Estates (includes predator control)				
Launch a grant scheme to enable further habitat improvement for capercaillie				

	2020	2021	2022	2023
Capercaillie monitoring				
Launch a public capercaillie monitoring app				
Conduct brood, lek and occupancy surveys				
Project monitoring and evaluation				
Develop a Monitoring and Evaluation Framework				
Community-led action - Carrbridge community (researching community views was completed in the previous phase)				
Plan actions				
Deliver actions				
Community-led action – mountain biking community				
Research community views				
Plan actions				
Deliver actions				
Community-led action – visitor community				
Research community views				
Plan actions				
Deliver actions				
Community-led action – business community				
Research community views				
Plan actions				
Deliver actions				
Community-led action – Deeside communities				
Research community views				
Plan actions				
Deliver actions				

Risks and Issues

Risk / Issue	Likelihood	Impact	Mitigation	Priority
1. The diverse range of interests, organisations and groups involved in the project presents challenges to effective partnership working.	Medium	Medium	<ul style="list-style-type: none"> ▪ All partners and areas of work are represented on the Operational Management Team. ▪ The Operational Management Team operates under a Partnership Agreement. ▪ Members of the CNPA Board and Senior Management Team are members of the Project Board. ▪ The Project Board operate under a Memorandum of Agreement. 	High <i>No change</i>
2. Community-led elements are not conducted in an effective, transparent and defensible way limiting benefits and causing disengagement and mistrust in communities.	Medium	Medium	<ul style="list-style-type: none"> ▪ All learning captured from the development phase and ongoing learning in the delivery phase is being applied. ▪ The Operational Management Team (responsible for helping to strengthen the project's community-led work) comprises of representatives from all the community groups and organisations involved. ▪ A three-stage model is in place to ensure work with other communities is only carried out if it's considered within the scope of the project and the community is considered viable to work with with the project resource available. 	High <i>No change</i>
3. Project information is used to undermine public support for the project.	Medium	Medium	<ul style="list-style-type: none"> ▪ Project Board have strategic responsibility for project communications. ▪ A Comms Plan is in place. ▪ All project documents are written for a public audience and published on the project website (as far as appropriate). 	High <i>No change</i>
4. Habitat improvement work delayed or unviable due to changes onsite, delays in the process of applying for FGS funding and or conflicting advice.	Medium	Medium	<ul style="list-style-type: none"> ▪ Partners applying for FGS funding are experienced in the process and have a good track record of securing funding. ▪ Additional resource is provided by the project to help strengthen applications. ▪ Scottish Forestry and NatureScot are project partners and members of the Operational Management Team. 	High <i>No change</i>

Risk / Issue	Likelihood	Impact	Mitigation	Priority
5. Monitoring and evaluation information and processes are not used effectively to strengthen the project; inform legacy planning; and help safeguard the project from inherent risks.	Low	High	<ul style="list-style-type: none"> An Evaluation Framework is in place A culture of reflection is embedded in the project and professionally facilitated where possible. 	Medium <i>No change</i>
6. The project increases capercaillie disturbance or is perceived to do so.	Medium	Medium	<ul style="list-style-type: none"> Staff are working closely with landowners, landmanagers and community members to stay informed and respond to any issues or perceptions related to disturbance. The Operational Management Team is in place and able to identify ways forward when necessary to address issues or perceptions related to disturbance. Comms assets are actively shared with partners and third parties to reduce the need for capercaillie filming and photography. All survey work is completed under licence and all habitat improvement and monitoring work is carried out in accordance with relevant legislation. The project operates within the Capercaillie Data Sharing Policy. 	Medium <i>No change</i>
7. Project activities conflict with other initiatives, e.g. wader conservation.	Low	Medium	<ul style="list-style-type: none"> Organisations involved in potentially conflicting activities are project partners represented on the Operational Management Team and Project Board, operating respectively under a Partnership Agreement and Memorandum of Agreement. 	Low <i>No change</i>
8. Continued cold and wet weather during capercaillie nesting and breeding season could overwhelm the benefits of the project.	Low	Medium	<ul style="list-style-type: none"> Continue delivery - the project's work is vital to enhance capercaillie survival, even in difficult years; maintain proactive comms internally and externally; review the issue at Project Board to identify a way forward. 	Low <i>No change</i>
9. Genetic analysis reveals capercaillie population in the UK is at risk of becoming functionally extinct.	Low	Medium	<ul style="list-style-type: none"> Continue delivery and fast track the action planning work scheduled in response to the genetic analysis; review the issue at Project Board to identify a way forward. 	Low <i>No change</i>

Budget

Income	Expected	Received to date
National Lottery Heritage Fund	2,036,100	553,058
CNPA	60,280	50,280
NatureScot	50,000	50,000
Scottish Forestry	28,000	16,000
Forestry Grant Scheme / SRDP	127,473	27,789
RSPB	40,000	35,000
RSPB Abernethy	10,000	3,080
Seafield and Strathspey Estates	224,144	107,036
Rothiemurchus Estate	41,669	26,982
Balmoral Estate	11,500	2,500
Baddengorm Woods	48,240	0
Developing Mountain Biking in Scotland	75,000	1,440
Volunteer time (in-kind)	120,000	49,518
RSPB in-kind (technical support for the app and online hub)	27,800	3,593
Total	2,900,206	926,276

Breakdown of income / contributions received

Partner / Funder	Nature of contribution	Total to date
National Lottery Heritage Fund	Grant	553,058
CNPA	Donation	50,280
NatureScot	Donation	50,000
Scottish Forestry	Donation	16,000
Forestry Grant Scheme / SRDP	Predator control on Rothiemurchus Estate	16,176
Forestry Grant Scheme / SRDP	Woodland regeneration on Seafield and Strathspey Estates	11,613
Rothiemurchus Estate	Estate contribution to predator control work	26,982
RSPB	Donation	35,000
RSPB Abernethy	Contractor payment - field layer survey prior to heather cutting	3,080
Seafield and Strathspey Estates	Contractor payment - replanting	38,184
Seafield and Strathspey Estates	Contractor payment - fence removal & repair prior to replanting	36,092
Seafield and Strathspey Estates	Contractor payment - groundwork prior to felling and replanting	17,460
Seafield and Strathspey Estates	Contractor payment – fence removal, replacement and marking	15,300
Balmoral Estate	Contractor payment - removal of 1,100m of deer fence	2,500
Developing Mountain Biking in Scotland	Contractor payment - trail maintenance and inspection training	1,440
Total		873,165

Partner / Funder	Nature of contribution (Added value - not in the original budget)	Total to date
CNPA	6-month internship to support MTB community work	6,762
Forestry Grant Scheme / SRDP	Fence marking on Seafield Estate	22,752
Forestry Grant Scheme / SRDP	Scarifying to promote natural regeneration on Seafield Estate	5,672
RSPB	Pilot genetic lek survey	5,000
Total		40,186

Volunteer time (in-kind contribution)	Total to date
Carrbridge Capercaillie Group	15,876
Mountain biking (Trail Feathers) group	13,149
Volunteers delivering habitat improvement work	3,105
Fence Monitoring Volunteers	2,229
Capercaillie monitoring	5,989
Digital volunteer (project website design and development)	9,125
Total	49,473

RSPB (in-kind contribution)	Total to date
Capercaillie monitoring app development	3,593
Total	3,593

Breakdown of expenditure / investment

Community	Community-led action	Total
Carrbridge	Revised national capercaillie population estimate to help inform action	2,400
	Study of predator activity in capercaillie areas in Kinveachy Forest to help inform action	7,260
	Printing and production of trail signs to encourage responsible access in capercaillie areas around Carrbridge and stakes to install the signs	453
	Path surveys and feasibility work to enable thriving capercaillie areas around Carrbridge and paths and outdoor spaces for all residents and visitors to enjoy	5,730
	Carrbridge Village Hall hire for community events and consultations to build stronger community involved and participation	144
	Hapi Capi production (small wooden capercaillies) to build stronger community involved and participation	1,014
Total		17,001

Community	Community-led action	Total
Mountain biking	Equipment to repair trails to reduce habitat loss and fragmentation	2,366
	Printing and production of trail signs to encourage responsible riding in capercaillie areas	160
	Trail Association website to increase visibility, build awareness and support	785
	Trail Association insurance to deliver community-led action	683
Total		3,994

Contractor	Work	Total
Highland Field & Forest / Instinct	Brood surveys to help measure impact of habitat improvement work, predator control and community-led action to reduce disturbance	5,172
RZSS	Researching the genetic diversity of capercaillie in the Cairngorms National Park to inform action	62,768
RZSS	Developing a new approach to estimating the size of the UK capercaillie population using genetic material	9,853
James Hutton Institute	Evaluation film to share the learning and achievements of the mountain biking community; working to deliver conservation solutions in the Cairngorms National Park	18,000
The Evaluator	Monitoring and evaluating the project to measure impact and share learning	9,100
The Evaluator	Researching public attitudes and beliefs about the Deeside area and capercaillie conservation to inform community-led action planning in Deeside	7,443
Heritage Pathfinder Ltd.	Researching visitor attitudes and beliefs to inform action to enable thriving capercaillie areas and high quality, sustainable visitor experiences	25,000
Heritage Pathfinder Ltd.	Monitoring and evaluating the project to measure impact and share learning	27,510
Total		164,846

Landholding	Habitat improvement work	Total
Abernethy	Heather cutting (with a robocutter) to improve c300 ha of habitat	50,000
Baddengorm	Replanting woodland with native species to expand habitat	6,800
Baddengorm	Marking fencing with wooden markers to avoid collisions	5,000
Balmoral Estate	Heather cutting, fence removal and marking fences with wooden markers to improve c400 ha of habitat and avoid collisions	18,900
Crannach Nature Reserve	Heather cutting to improve habitat	1,290
Lynamer, Nethy Bridge	Restructuring woodlands (removing non-native trees) to expand habitat	2,673
Rothiemurchus Estate	Screening trackside edges to reduce human disturbance	1,600
Rothiemurchus Estate	Heather cutting and creating grit beds to improve habitat	5,450
Rothiemurchus Estate	Marking fences to avoid collisions	1,600
Rothiemurchus Estate	Predator control to enhance capercaillie survival in key areas	83,315
Seafield and Strathspey Estates	Planting native trees to expand habitat by c90ha	58,290
Seafield and Strathspey Estates	Removing, replacing and marking strategic fences to avoid collisions	15,300
Tombain Plantation	Marking fencing with wooden markers to avoid collisions	4,944
Total		255,162

Project staff	Work	Total *
Capercaillie Advisory Assistant (P/T)	Capercaillie monitoring to inform work and measure impact	44,700
Capercaillie Advisory Officer (P/T)	Strategic support for capercaillie monitoring & habitat improvement	59,350
Communications Officer (P/T)	Raising awareness and understanding about capercaillie & the project	91,350
Community Ranger	Supporting Carrbridge community-led action	103,150
Gamekeeper	Predator control on Seafield Estate	168,014
Highland Development Co-Ordinator	Strategic support for community-led action	40,000
Project Coordinator (P/T)	Supporting project delivery and providing administration support	77,200
Project Manager	Managing the project as a whole, including staff and contractors	170,700
Project Officer (P/T)	Supporting project delivery	105,900
Total		860,364

* Total salary, equipment and overhead costs for the delivery phase, i.e. 3 years (2020 – 2023)