



## Job Description

**Job title:** Head of River Restoration

**Location of job:** Home Based (within the Severn Catchment)

**Post holder reports to:** Chief Executive Officer

**Overall purpose of the job:**

You will be a river specialist providing project management expertise and leadership to the Severn Rivers Trust in achieving our strategic objective that the Severn catchment has *healthy rivers for fish and other wildlife*. This shall be achieved through operational delivery of projects in riparian habitat improvements, increased connectivity of our rivers and protecting native species and habitats. You will lead the way in using best practice evidence-based methods and supporting cutting edge research to complete current capital projects and to inform and develop our approach in the future.

**Salary:** £32,000 - £43,734 per annum (9% pension contribution)

**Position type:** Full time

**Working hours & annual leave:** 37.5 hours per week. 28 days annual leave (rising to 30 days after two years). Overtime is not paid but time off in lieu may be taken where appropriate





## About Severn Rivers Trust

The River Severn is longest river in the United Kingdom, stretching 220 miles from its source in the Cambrian Mountains in Powys Wales, through the counties of Shropshire, Worcestershire and into Gloucestershire to the iconic Severn Estuary. The culture and economies of the historic settlements across the catchment have been intertwined with the river through commercial navigation, fishing, water supply and trade. Today, the Severn's rivers continue to play an essential role in supporting wildlife, wellbeing and economies of the region.

We are living through a time of great change. We are in the middle of a Biodiversity Crisis, and a Climate Emergency. We are witnessing disastrous loss of habitat, collapse of ecosystems, erosion of precious soils, increased flooding and devastating drought. At Severn Rivers Trust we are fighting for a future where our children and grandchildren can enjoy healthy vibrant rivers teeming with diverse and wonderful life – from Atlantic salmon to white clawed crayfish, and from freshwater pearl mussels to European eel.

The Severn Rivers Trust's vision for the Severn is:

***A vibrant healthy Severn for everyone.***

The Severn Rivers Trust is the only organisation that works across the entire River Severn Basin area in both England and Wales, some 11,500 square miles! We are a proactive and adaptable team of dedicated staff. Our motto is "*We get our feet wet*" – meaning we make things happen on the ground and constantly strive to make a real and positive difference for the river and its communities.



## Main duties of the post

The Head of River Restoration will be responsible for project management of all in-river works, scientific monitoring and support the Catchment Based Approach to deliver the objectives of the Severn Rivers Trust's Strategy. An important member of the Management Team, the role will ensure high quality in all projects; develop new projects and funding sources; and develop wider support for an ambitious programme of river restoration using a catchment based approach, to benefit our native fish and other wildlife. You will manage a team of highly motivated river and species specialists and be the lead officer for the Trust for all river restoration projects across the Severn catchment.

### Key responsibilities

- Responsible for developing and delivering all aspects of river restoration identified within the Trust's Strategy
- Manage a team of conservation professionals, volunteers and contractors across a variety of projects, inspiring team performance and managing individual development
- Lead on new project development and funding opportunities for all river restoration projects and monitoring across the River Severn and its tributaries
- Work closely with the Head of Land Management and Head of Community Engagement to integrate our work across teams and specialisms, ensuring the best outcomes for the river, wildlife and people
- Be a leader and advocate of partnership working with external partners for the Trust, and to be a key member of the Trust's Catchment Based Approach partnerships
- Ensure effective communication, feedback and collaborative working practices between all key stakeholders especially project partners and work closely with the statutory agencies, landowners and managers, universities, angling clubs, recreational users and environmental NGOs
- Ensure that standards of excellence are met in the delivery of river conservation and habitat/species restoration projects.
- Meet the needs of a diverse audience and to ensure the Trust's policies, procedures and practices are in line with legal requirements and best practice
- Support the Chief Executive Officer and Head of Finance to satisfy funding compliance and reporting to all relevant funders and partners.

### Other Duties:

1. Give talks and attend workshops, conferences, demonstrations and events designed to promote the Trust's River Restoration objectives
2. Be a leader in health and safety and CDM management within the Trust
3. Be a key part of the Trust's Management Team helping to direct the Trust towards meeting our objectives



4. Produce engaging and informative communications promoting the work of the Trust (e.g. press releases, technical articles, media interviews etc.)

In addition to the above you will play a key role in the helping to deliver our 5-year strategy for water, land and people.

You shall lead by example in prioritising health and safety and wellbeing by taking responsibility for yourself participants volunteers and colleagues.

You shall comply with Severn Rivers Trust's Health & Safety, Safeguarding and other policies and defined standards of behaviour at all times.

You may be required to carry out other duties and tasks as required from time to time for the efficient operation of the Trust.



# Person Specification

## Essential

- Passion for nature conservation, with an excellent knowledge of UK river species and habitats
- Educated to degree level or equivalent in a relevant subject plus minimum five years professional experience.
- Have comprehensive knowledge, by means of qualification or extensive experience, in river management or processes, for example hydrology, engineering, fisheries science, or geomorphology.
- Excellent project management experience managing programmes, contractors and procurement
- Understanding of river habitat improvement approaches and conservation methods for best practice river restoration.
- Experience managing teams and helping them reach individual and shared goals.
- Excellent communication skills, verbally, visually and in writing, appropriate to location, audience and circumstance.
- Experience using Office software including Outlook, MS Word, PowerPoint and Excel.
- Budget management experience to deliver value for money and prioritise where resource should be invested for the best outcomes.
- Friendly and approachable, with the ability to inspire colleagues, partners and stakeholders.
- Ability to manage a large workload effectively and prioritise tasks to demanding timelines
- Effective collaborator able to be a proactive and supportive member of the Management Team.
- Self-motivated, enthusiastic and decisive with an ability to follow your own initiative.
- Flexible approach to working arrangements (e.g. travelling to different locations, or working evenings or weekends if required)
- Full UK driving license and access to vehicle with full business insurance cover

## Desirable

- Experience working at a strategic management level to drive forward organisational goals and improve ways of working
- Experience identifying opportunities for river restoration work and developing ambitious conservation projects ensuring scientific robustness



- Successful fundraising experience
- Membership of a relevant organisation



## General Notes

Due to the current ongoing COVID – 19 restrictions this post will be based from the home address of the appointed employee with occasional use of the Trust's head office in Martley, Worcestershire until further notice. This shall be reviewed during 2021.

The post holder will be expected to spend time on site as well as undertaking further travel around the project area and possibly other parts of the Severn Catchment. Therefore, a full, current UK driving license and daily access to a vehicle covered by business insurance is essential for this role. To reduce travel time and carbon footprint we would prefer candidates to live within the Severn Catchment

This position may occasionally be required to work during some evenings, weekends and public holidays to meet the requirements of the project. The Trust operates a time-off in lieu system.

We expect you to carry out your job responsibilities in an environmentally aware manner, ensuring as little damage to the environment as possible. Our aim is to ensure all resources are used effectively and efficiently. You will be expected to apply 'sound value for money' principles and follow green procurement guidelines in undertaking purchasing or supply of goods and services.

## Application Process

For further information or to discuss this post please contact [mike@severnrivertrust.com](mailto:mike@severnrivertrust.com)

Deadline for applications 5pm Friday 22<sup>nd</sup> January 2021

Interviews for this post will take place the week commencing Monday 1<sup>st</sup> February 2021

To apply for this role please forward a completed application form to [admin@severnrivertrust.com](mailto:admin@severnrivertrust.com) including the job title in the subject. Please note that a CV or cover letter will not be accepted.

Due to the high levels of applications usually received by the Trust for job vacancies we will only contact candidates who are invited to interview for the position. We apologise for not being able to contact all applicants.

**Thank you for your interest in applying for a role with the Severn Rivers Trust.**