

Job Description

Job title: Senior Fisheries Officer

Location of job: Home based

Post holder reports to: Head of River Restoration

Overall purpose of the job:

The Senior Fisheries Officer will join the expanding team within the River Restoration department and will take the lead on fisheries management, overseeing the delivery of a range of fish passage projects and in-stream habitat improvement works across the Severn Catchment. Severn Rivers Trust is committed to improving migratory connectivity for fish species and enhancing the in-stream habitat throughout the catchment to develop thriving fish stocks for biodiversity and fisheries.

This post will be responsible for delivering a wide range of fish passage projects including overseeing capital delivery of fish easements as well as developing designs and consents to produce construction ready drawings for future works. Whilst project remits will vary, depending on the funding requirements, they will all be underpinned by a common objective around improving the water environment, and thus contributing to the Trust's strategic priorities.

Initially, this role will support the delivery of several projects, including our WEG Waterscapes Project where you will be liaising with partners, landowners and contractors to complete the delivery of the fish easement works at priorities sites on the Frome. You will also be responsible for delivering a range of additional fish easement projects in the Severn Vale and Warwickshire Avon sub-catchments. You will also assist River Restoration Officers in the delivery of fish passage solutions in the Worcestershire Middle Severn (in particular, on the Stour catchment), as well as in the Severn Uplands where we have projects in the Rea brook and Welsh Uplands which include fish passage and habitat improvements work where you will be required to provide technical support.

Additionally, you will be responsible for delivering monitoring programs to ensure our work is underpinned by robust scientific data collection. This will include a program of e-fishing as well as oversight of other key data logging equipment to monitor migratory fish.

You will also work collaboratively with our Head of River Restoration and other SRT colleagues, to develop new opportunities within the catchment, to expand our influence and impact on fisheries management and biodiversity.

Salary: £26,240 – £34,987 per annum (9% employer pension contribution)





Position type: Permanent, FTE

Working hours & annual leave: This is a full-time role (37.5 hours per week)

28 days annual leave plus bank holidays. This will increase to 30 days, plus bank holidays, after successful completion of two years' service.

You may be occasionally required to work evenings and weekends. Overtime is not paid but time off in lieu may be taken.



Organisation Overview

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 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 healthy, resilient river 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.



Role Purpose

Technical lead on fisheries & aquatic ecology

- Using exemplary knowledge and expertise of fisheries science, fisheries management and river restoration to deliver our strategic objectives.
- Understand and identify pressures to fish populations with an excellent knowledge of UK riverine fish species in terms of species identification, ecology and habitat requirements.
- Understand, engage with and keep up to date with fisheries management, fisheries science and legislation. Ensure projects are planned and delivered in line with fisheries legislation as well as statutory consents.
- Support the work of the river restoration team with an excellent working knowledge of hydromorphology, flow and sediment regimes and how these interact with ecological needs of fish species.
- Implement appropriate fisheries monitoring programs to both measure success and inform prioritisation of capital delivery to protect, enhance or improve fish populations.
- Engage with angling clubs across the Severn Catchment encouraging practical actions to improve fish populations and available habitat.

Project management

- Prepare work programmes for assigned projects to ensure effective management of resources, making decisions as to where best to deploy volunteers and where to use external contractors.
- Manage delegated project budgets to ensure expenditure remains on track and within the allocated budget .
- Plan and oversee the delivery of capital works for in-stream environmental improvements (including fish easements and in-stream habitat restoration) across multiple projects throughout the Severn Catchment, ensuring best practice and high standards are consistently achieved.
- Write clear and concise written reports and presentations on the progress of delegated projects, for funders, partners and stakeholders.

Project delivery & landowner engagement

- Deliver SRT's current fish passage capital construction projects and fisheries habitat restoration work.
- Grow the Trust's presence and credibility across the catchment with riparian landowners, focusing attention on pre-agreed priority areas across the Severn catchment.



- Provide sound professional advice to riparian landowners on a range of environmental priorities including, fisheries management, fish stocks (population dynamics and migration) in-stream habitat, flow and sediment regime management, water quality.
- Design and oversee the installation of river restoration interventions that contribute to enhancing fish stocks and restoring available in-stream habitat.
- Proactively promote allocated projects, and foster landowner support for their delivery.

Partnership working & collaboration

- Forge strong working relations and establish SRT as the 'go-to' delivery partner with a range of organisations, most notably including, Environment Agency, Severn Trent Water, Natural England & Local Authorities
- Seek to work in partnership with other organisations to improve fish stocks throughout the catchment through continued barrier mitigation work in conjunction with fisheries habitat restoration.
- Where necessary, mentor junior colleagues and share knowledge throughout the Trust
- In partnership with the Head of River Restoration, contribute to the development of collaborative working with academic institutions to underpin our work with research-led best practice.

Sustainable funding

- Manage delegated projects and associated budgets, ensuring value for money is achieved by the Trust and any supporting partners.
- Support the finance team in making financial claims for delegated projects, ensuring all records are accurate and required evidence is provided in timely manner.
- Work with the Trust's managers to seek external grant funding & private finance opportunities to support the delivery of our objectives.

Other Duties

- 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, and Safeguarding 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

Skills and Experience	Essential	Desirable
Excellent knowledge of fisheries science and fisheries management	✓	
Ability to proficiently and accurately identify UK native freshwater riverine fish species	✓	
Applied understanding of fisheries ecology and implementation of fish habitat creation/restoration projects	✓	
Demonstrable knowledge of fisheries legislation including permitting, consent, barrier mitigation, season for in-stream work etc.	✓	
Knowledge of and ability to obtain necessary consents to deliver fish easement projects permits	✓	
Experience in capital delivery of fish passage solution installations	✓	
E-fishing qualification and experience of carrying out fish surveys using backpack equipment	✓	
Ability to interpret fish population data and write up reports of field data		
Experience working with landowners to identify and prioritise opportunities for fisheries habitat improvement interventions.	✓	
Practical, hands-on experience of delivering capital interventions to restore river process and enhance habitat for fish populations.	✓	
Experience in project management, including budget management.	✓	
Experience managing contracts and contractors.	✓	
Experience in producing and using health and safety protocols, including working under CDM regulations.	✓	
A sound working knowledge of ecology and habitats, and associated priority species. Specifically in respect to the water environment.	✓	
Understanding of agriculture and other land-use practices, as well as agri-environment schemes and relevant policies or legislation; in particular soil and water conservation.		✓
Familiar with catchment-scale approaches and processes, for example Ecosystem Services, Natural Capital, Natural Flood Management.	✓	
Experience using IT software including email, MS Word, PowerPoint, Excel and videoconference apps.	✓	
Ability to manage workload effectively and prioritise tasks to demanding timelines.	✓	
Ability to communicate effectively, with integrity, tact and diplomacy, both verbally and in writing, to a wide range of stakeholders.	✓	
Ability to work well on your own initiative with high levels of self-motivation and enthusiasm	✓	
Ability to travel regularly and to remote sites and work some evenings and weekends.	✓	



Confidence in partnership working, e.g., with businesses, statutory bodies and voluntary organisations	✓	
Qualified to degree level in a relevant subject or have equivalent expertise in the area e.g., fisheries science, freshwater ecology	✓	
High-level education qualification e.g., MSc in relevant subject		✓
GIS data and mapping skills		✓
Experience developing project proposals and funding applications		✓
Experience in project monitoring - collection, analysis and presentation of data.		✓
Experience of line management / mentoring		✓
A full UK driving license, with access to a personal vehicle insured for business purposes, and ability to drive SRT work vehicles.	✓	
Welsh speaking		✓

General Notes

This post will be based from the home address of the appointed employee, with an expectation of occasional travel to the Trust's offices in Martley and/or Welshpool.

The post holder will be expected to undertake regular site visits to meet landowners, contractors, staff and volunteers. 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 project area. Mileage costs will be reimbursed.

This position may occasionally be required to work during 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 Ashley Deane, Head of River Restoration – ashley.deane@severnriverstrust.com / 07566 794199.

Deadline for applications: **Tuesday 14th December**

Interviews for this post will take place the week commencing 3rd January

To apply for this role please forward a completed application form to admin@severnriverstrust.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.

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