

**Wild Trout Trust
Job Description
Conservation Officer (p/t) – Southern England**

What and Who We Are After

The Wild Trout Trust (WTT), established in 1997, is a registered charity dedicated to the conservation of wild trout in the UK and Ireland through protection and restoration of habitat.



WTT works in both rural and urban catchments with a variety of stakeholder groups including fishing clubs and other community groups, riparian owners, farmers, wildlife, river and fishery trusts and the conservation and regulatory agencies. The core conservation role of WTT, working with these stakeholder groups, is to give advice on the riverbank and in written reports, demonstrate habitat improvement techniques with groups of volunteers and practically mend rivers through larger-scale restoration projects, to make things better for our environment, their iconic wild trout and associated biota, across the UK and Ireland.



We're looking to employ a part-time Conservation Officer, two days per week and initially on a one-year contract, to join our existing team of nine field officers, with responsibility for the hands-on delivery of our exciting wild trout conservation programme.

This is a brilliant job for a dynamic, self-starting individual with significant experience in

- fisheries management (particularly in salmonid fisheries) and/or river restoration
- land management and working with farmers
- the delivery of river habitat improvement projects at differing scales
- communicating orally and in writing and working successfully with a wide range of stakeholders, getting people onside.



You'll join an expert team, each working from home, reporting to WTT's Director of Operations and the board of trustees. You'll work closely with fellow Conservation Officers and the regulatory agencies, particularly in southern England, but you need to be able to manage yourself and have the maturity and experience to work unsupervised and to determine your own hours of work and priorities, within the framework of WTT's mission and charitable objectives.

The Conservation Officer's role will be to

- provide technical and practical support and advice to fishery managers, landowners and land managers, orally and through high-quality written reports
- deliver river habitat improvement projects at a range of scales and working with governmental agencies and non-governmental organisations
- enhance the status of wild brown trout populations and their associated floral and faunal communities
- identify additional sources of funding, then pursue and secure them for project delivery and to contribute to the sustainability of this post and WTT more broadly.



The post holder will also contribute to the full spectrum of work undertaken by the WTT team such as informal review of other officers' reports, *ad hoc* provision of expert advice by phone and e-mail, attendance at, and presentations to, key events such as technical meetings.

Geographical Range of Work

You'll work primarily in southern England and therefore a home base in this area is needed (or a willingness to move into the area).

In discussion with the Trust's Director of Operations and in response to demand, you may also be asked to work with and in another Conservation Officer's geographical area.

Terms of Employment

The post will be offered on a part-time basis, two-days per week, initially on a twelve-month contract.

Salary: in the range pro rata of £25,000 - £30000, based on the experience of the successful candidate.

WTT will provide a contribution to the employee's pension fund of 7% of salary, paid in monthly.

Holiday entitlement: pro rata 25 days per annum, plus statutory public holidays.

The post will be home-based and the officer will be expected to travel as required. A vehicle is not provided but mileage expenses at HMRC rates will be claimable for work-related journeys. Wherever practical, the use of public transport should be first choice for all business travel. Other reasonable business expenses, as agreed with the Director of Operations, will be claimable, e.g. telephone, internet, equipment, protective clothing. There will some periods of extended working that may require stays of more than one night away from home.

Summary objectives and job purpose

- Undertake advisory visits (AVs) and subsequent report compilation for fishing clubs, landowners, rivers and wildlife trusts
- Provide follow-up and technical support for recipients of AVs
- Draw-up project proposals to drive practical river improvement work
- Organise and lead practical in-river days with volunteer groups, demonstrating methods of trout habitat improvement
- Deliver river habitat improvement projects at a range of scales, working with appropriate regulatory agencies, river and wildlife trusts, landowners and local community groups
- Develop and facilitate partnership working and projects with a wide range of conservation partners and stakeholders, such as landowners and managers, state conservation and regulatory agencies, river and wildlife trusts, fishing clubs and other community groups
- Attend and speak at events highlighting wild trout conservation, e.g. conferences, fishing club meetings
- Coordinate activities with other WTT staff and volunteers.

Relationships

Within WTT:

- Close working relationship with WTT Director of Operations and trustees
- Close liaison with other WTT Conservation Officers and staff, especially colleagues in southern England
- Close liaison with WTT's Communications Officer to publicise our work
- Support from the Trust & Data Manager for payment of expenses, invoicing, etc.

External relationships with:

- Key river environment stakeholders such as landowners and managers, the Environment Agency and Natural England, the river and wildlife trusts, fishing clubs and conservation volunteers, to assist in the identification and prioritisation of projects
- Network of contacts with potential partners for projects
- Potential funders, to enable project-funding applications to be clearly focused and successful.

WTT Conservation Officer Person Profile

	Essential	Desirable
<i>Education/training/qualifications</i>	A minimum of First Degree level education.	Degree in a relevant subject (e.g. Fisheries or Land Management, Biology, Conservation).
<i>Professional skills and attributes</i>	<p>Practical experience in river habitat restoration and management techniques.</p> <p>Practically adept & safe, in and by the river and with the tools of the trade.</p> <p>Management and delivery of river habitat improvement projects, on time and to budget.</p> <p>Understanding of trout ecology and habitat requirements.</p> <p>A good & practical working knowledge & understanding of landowning, farming, angling and related conservation issues.</p> <p>Broad understanding of natural capital funding through Govt & private finance.</p> <p>Believe in and implement the values and ethos of WTT.</p> <p>Capacity to identify, pursue and secure additional funding to deliver projects and contribute to the sustainability of this post and WTT.</p> <p>Able to write concise, easily understood non-technical but highly professional reports for project guidance.</p> <p>IT Literate.</p>	<p>Experience of working in the conservation voluntary sector and facilitating project partnerships.</p> <p>Knowledge of CDM process & practice.</p> <p>Trained and competent in appropriate machinery use such as chainsaws.</p> <p>Appropriate First Aid training.</p> <p>Familiar with electronic mapping and survey tools e.g. ArcGIS; Survey123.</p> <p>Experienced in completing project funding bids and environmental permit applications.</p> <p>Member of a professional body, such as the Institute of Fisheries Management.</p>

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<i>Experience</i>	5+ years relevant fisheries and habitat management / restoration experience in a similar type of role within the public, private or charitable sector.	Experience of working with volunteers in the charitable sector.
<i>Personal qualities</i>	<p>A pragmatic approach grounded in a sound scientific background.</p> <p>Ability to communicate both orally and in writing and work with a broad range of WTT stakeholders.</p> <p>Able to create and deliver high-quality, formal and informal presentations to groups of people.</p> <p>Able to initiate, communicate and gain agreement to proposals at a senior level with potential partners, fundraisers and other key bodies.</p> <p>Enthusiastic and able to recruit, inspire and lead others, including volunteers and landowners, to drive projects.</p> <p>Flexible approach and a willingness to work away from home, including evenings and weekends.</p> <p>An empathy with the angling, fisheries & farming fraternities.</p>	A sense of humour.
<i>Additional Requirements</i>	<p>Self-motivated and requiring minimal direction or supervision to get a good job done.</p> <p>Ability to work independently from home and as part of a disseminated team.</p> <p>Commitment to conservation in general and the objectives of WTT in particular.</p> <p>Physically fit to cope with a variety of fieldwork and practical tasks.</p> <p>Valid driving licence.</p>	Existing access to car, laptop, mobile phone and broadband connection. Determination to find creative and cost-effective solutions to practical problems.