

Wild Trout Trust
Job Description
Conservation Engagement Officer

Background:

The Wild Trout Trust (WTT) was established in 1997 and is the leading charity dedicated to the conservation of wild trout in Britain 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, Wildlife and Rivers Trusts and the conservation and regulatory agencies. A core conservation role of WTT is the provision of advice and guidance on a variety of issues for wild trout – the status of their populations, factors impacting those populations and measures applicable to attempt to alleviate those impacting factors.

To address the need for assimilation and dissemination of information about wild trout, we are looking to employ a Conservation Engagement Officer, initially on a two-year contract, to join our existing team, with the responsibility for communicating to a range of stakeholders our core conservation messages.

We are looking for a creative, dynamic, self-starting individual with a range of skills: excellent communication (both oral and written), a good knowledge of fisheries ecology and management and a proven ability to work with a wide range of stakeholders, from school children to the not-so-young. You will be part of an expert team, each working from home, reporting to the Director and supported by the WTT's voluntary executive committee and trustees. You will need to be able to manage yourself and have the maturity and experience to be able to work unsupervised and to determine your own hours of work and priorities, within a framework agreed with the Director.

The Conservation Engagement Officer's role will include:

- collection and collation of technical information on a range of issues around wild trout ecology and management, then to disseminate that information in non-technical terms to a varied audience including school pupils, students, anglers, community groups, other non-governmental organisations and government agencies
- developing the work of WTT in schools, using educational tools like Mayfly in the Classroom (see <http://www.mayflyintheclassroom.org>)
- working with the Director to develop new partnerships and initiatives, for example, developing working relationships with new Rivers Trusts
- coordinating the Trust's programme of involvement with shows and events to disseminate its core conservation messages
- monitoring the delivery of some of our key stakeholder engagement activities including advisory visits.

The post holder will be expected to contribute to the full spectrum of work undertaken by the WTT team which might include, dependent on the experience of the successful candidate, informal review of other Officers' reports and *ad hoc* provision of expert advice.

Geographical Range of Work

WTT staff work from home but engage with stakeholder groups across the UK and Ireland. Therefore, this post will necessitate a considerable amount of travel as the work demands. WTT currently employs four Conservation Officers, based in the north and south of England, and it is likely that collaboration with these individuals will be required, for example in developing partnerships with local schools and rivers and wildlife trusts.

Terms of Employment

The post will be offered on a full-time basis on an initial two-year contract (with probationary period).

Salary: £20000 - £25000 (based on experience of candidates).

WTT will provide up to a 5% matched contribution to employee's pension funds.

Holiday entitlement: 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 a mileage allowance will be applicable 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, will be claimable, e.g. telephone, internet, equipment, protective clothing. There will be some periods of extended working that may require stays of more than one night away from home.

Summary objectives and job purpose

- To collect and collate technical information on a range of wild trout conservation e.g. status of wild trout populations; factors impacting wild trout populations such as land use and management, water resources, fishery management
- To disseminate that information in non-technical terms through a variety of media such as the WTT website, written reports, press releases, talks and presentations to a wide range of WTT conservation partners and stakeholders e.g. the Wildlife and Rivers Trusts, state conservation and regulatory agencies, fishing clubs and other community groups
- To develop WTT engagement with schools, colleges and universities, linking with local stakeholders (e.g. Wildlife and Rivers Trusts) and using educational tools such as (at a primary level) Mayfly in the Classroom
- To assist with the development and dissemination of WTT publications including newsletters, the annual journal, other printed materials such as manuals and guides and videos
- To contribute to the implementation of the WTT's strategic conservation programme
- To work with the Director to develop new partnerships and initiatives, for example, developing working relationships with Rivers Trusts
- To coordinate and attend the Trust's programme of involvement with shows and events to disseminate its core conservation messages
- To monitor the delivery of some of our key stakeholder engagement activities including advisory visits.

Dimensions

- Reporting to Wild Trout Trust Director through monthly status reports to the Director and thence the Wild Trout Trust Trustees
- Responsible for management of relevant budgets
- Support will be provided by the other WTT staff, the trustees and Executive Council.

Relationships

Within the WTT:

- Close working relationship with WTT Director. Sponsorship and support from the Trustees
- Some support from WTT Administrator for payment of expenses, invoicing, etc.
- Close liaison with other WTT Conservation Officers and staff, especially the Trout in the Town Programme Manager
- Recruit and manage voluntary support to assist in the achievement of objectives.

External relationships:

- Academic bodies and the WTT Knowledge Network group to access and review primary, secondary and grey literature on a range of topics relating to wild trout conservation
- Key river environment stakeholders such as the Rivers and Wildlife Trusts, state conservation agencies, landowners and fishing clubs to assist in the dissemination of information
- Schools, colleges and universities to develop appropriate educational initiatives
- Network of contacts with potential partners for projects.

Skills profile

	Essential	Desirable
Education/training/qualifications	Education and training background indicates excellent knowledge of fisheries and/or ecological conservation	Degree in a relevant subject (e.g. Fisheries Management, Ecology, Conservation) Teaching/instruction qualification
Professional Skills and attributes	Understanding of freshwater ecology including trout habitat requirements Able to interpret complex technical information and distil it into an easily understood format A good working knowledge and understanding of angling, landowning, farming and related conservation issues Understanding of educational organisation in the UK Ability to plan and manage projects IT Literate, including a working	Experience of working in the conservation voluntary sector Member of a professional body such as IFM, IEEM, IoB Experience of teaching and instruction

	knowledge of spreadsheets and ability to learn a user friendly web content management system (training will be given)	
Experience	2+ years relevant experience in fisheries/conservation in a similar field within the public, private or charitable sector	Experience of working with volunteers in the charitable sector Teaching and/or instruction experience, working particularly with children at primary level
Personal Qualities	<p>A pragmatic approach grounded in a sound scientific background</p> <p>Highly developed ability to communicate both orally and in writing and work with a broad range of people, from young children to the not-so-young</p> <p>Able to create and deliver high quality formal and informal presentations to groups of people</p> <p>Demonstrable ability to distil complex technical information into an easily comprehensible form</p> <p>Highly developed creative skills</p> <p>Enthusiastic and able to inspire and lead others across a wide age range</p> <p>Flexible approach and a willingness to work away from home, occasional evenings and weekends</p> <p>An empathy with the angling and fisheries fraternity</p>	A good sense of humour
Additional Requirements	<p>Self-motivated and requiring minimal direction or supervision in order to achieve objectives</p> <p>Ability to work independently from home and as part of a team</p> <p>Ability to deliver work to tight deadlines and budgetary constraints</p> <p>Commitment to conservation in general and the objectives of the WTT in particular</p> <p>Physically able to cope with the variety of tasks demanded of the role</p>	<p>Existing access to car, laptop, mobile phone and broad band connection</p> <p>Determination to find creative and cost-effective solutions</p>