

**Wild Trout Trust**  
**Job Description**  
**Conservation Officer – 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 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, rivers and fisheries trusts and the conservation and regulatory agencies. The core conservation role of WTT is the practical delivery of advisory visits, demonstration events and river habitat improvement projects, working with these stakeholder groups, to make things better for our rivers and lakes, their iconic wild trout and associated biota, across Britain and Ireland.



The demand for our work continues to develop, so we're looking to employ a Conservation Officer, initially on a two-year contract, to join our existing team of seven field officers, with responsibility for the hands-on delivery of our exciting wild trout conservation programme.

This will be a brilliant job for a dynamic, self-starting individual with significant fisheries management or and/or river restoration experience (particularly in salmonid fisheries), proven management and delivery of habitat improvement projects at differing scales, excellent communication skills and the ability to work successfully with a wide range of stakeholders and get people onside. You will be part of an expert team, each working from home, reporting to WTT's Director of Operations and the board of trustees. You will 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 and landowners and deliver river habitat improvement projects at a range of scales and working with governmental agencies and non-governmental organisations, to enhance the status of wild brown trout populations and consequently their associated floral and faunal communities. You will need the capacity to 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 be expected to 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 and attendance at, and presentations to, key events such as technical meetings and shows.



## **Geographical Range of Work**

This post holder will work to enhance the status of wild trout populations, particularly 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 undertake work in another Conservation Officer's geographical area.

## **Terms of Employment**

The post will be offered on a full-time basis, on an initial two-year contract.

Salary: £25000 - £30000 (based on experience of candidates).

WTT will provide a contribution to the employee's pension fund equalling 5% of salary, paid in monthly.

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 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 be 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;
- Provide project proposals as a follow-on from AVs to aid practical delivery by AV recipients;
- 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 and local community groups;
- Develop and facilitate partnership working and projects with a wide range of conservation partners and stakeholders, such as the river and wildlife trusts, state conservation and regulatory agencies, 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 the Environment Agency, the river and wildlife trusts, landowners, 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;
- Academic and other bodies that will give input to, and review proposals for, the practical framework for measuring the results of projects and their impact on biodiversity.

## WTT Conservation Officer Person Profile

	<b>Essential</b>	<b>Desirable</b>
<i>Education/training/qualifications</i>	Degree level education.	Degree in a relevant subject (e.g. Fisheries Management, Biology, Conservation).
<i>Professional skills and attributes</i>	<p>Practical experience in river habitat restoration and management techniques.</p> <p>Practically adept 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 working knowledge and understanding of angling, landowning, farming and related conservation issues.</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 and easily understood non-technical 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 &amp; 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>

<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 people.</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 and fisheries fraternity.</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>	<p>Existing access to car, laptop, mobile phone and broadband connection.</p> <p>Determination to find creative and cost-effective solutions.</p>