

Role Summary

Job title:	Catchment Restoration Officer - 2 x positions required: Severn Vale & River Teme catchments
Location of job:	Hybrid working – home based with occasional working in SRT Head Office, Martley, Worcester and travel around the respective catchment area (Severn Vale or Teme).
Post holder reports to:	Programme Manager – Lower (Severn Vale catchment) Programme Manager – Middle (River Teme catchment)
Salary:	£26,200 – £33,200 (9% employer pension contribution)
Position type:	Permanent
Working arrangements:	Full-time role (37.5 hours per week) with a flexible working approach. 28 days Annual Leave plus bank holidays. We welcome applications from candidates looking to work part-time in this role.
Additional benefits:	9% employer pension contribution A generous home working package, including mileage reimbursement from your home address for all travel requirements plus monthly allowance. Two additional days annual leave awarded after two years' service.

Overall purpose of the job

We have two exciting opportunities to join our Operations Team and lead the delivery of a range of ambitious habitat restoration and creation programmes in either the Severn Vale or Teme catchment areas. From delivering fish passage solutions, to creating new wetlands, to planting new native woodlands, you will be required to get hands on, working with private landowners, to plan and implement habitat and species conservation at a catchment scale.

Your work will require you to engage with a diverse range of stakeholders, where you will foster support for environmental programmes by providing informed land-management advice. Importantly, you will work collaboratively as part of a wider team, to ensure the correct support, knowledge and experiences are being leveraged to deliver at a consistently high standard. Where additional support is needed, you will procure and oversee a diverse portfolio of skilled contractors, to deliver the proposed works to the same high standards.



Our Challenge

The Severn is the 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, including important tributaries such as the Teme, the Stour and the Warwickshire Avon, continue to play an essential role in supporting wildlife, wellbeing and economies of the region.



Our freshwater environments are in trouble like never before. The pressures are seemingly endless – sewage pollution, agricultural run-off, habitat loss and major weather events including drought and flooding are all threatening irreversible destruction of our freshwater ecosystems.

Despite the enormity of the challenge, it's not too late.

Do you want to be part of the river Severn's recovery?

Our Team

Our work is organised across the following four divisions:

- Operations Team
- Development Team
- Community Engagement Team
- Finance and Administration Team

Our staff have an intimate understanding of the River Severn and its tributaries. We're proactive and hands on, working with farmers, land managers and communities to deliver ecological restoration at a local level, with catchment-wide impacts.

Our mission is **a healthy, resilient River Severn for everyone**, and we strive to achieve this by delivering ambitious programmes of work across the following strategic themes;

💧 Restoring our rivers

- Removing barriers to fish migration to reconnect river habitat
- Renaturalising our rivers through works such as remeandering and installing woody debris.

💧 Recovering our land

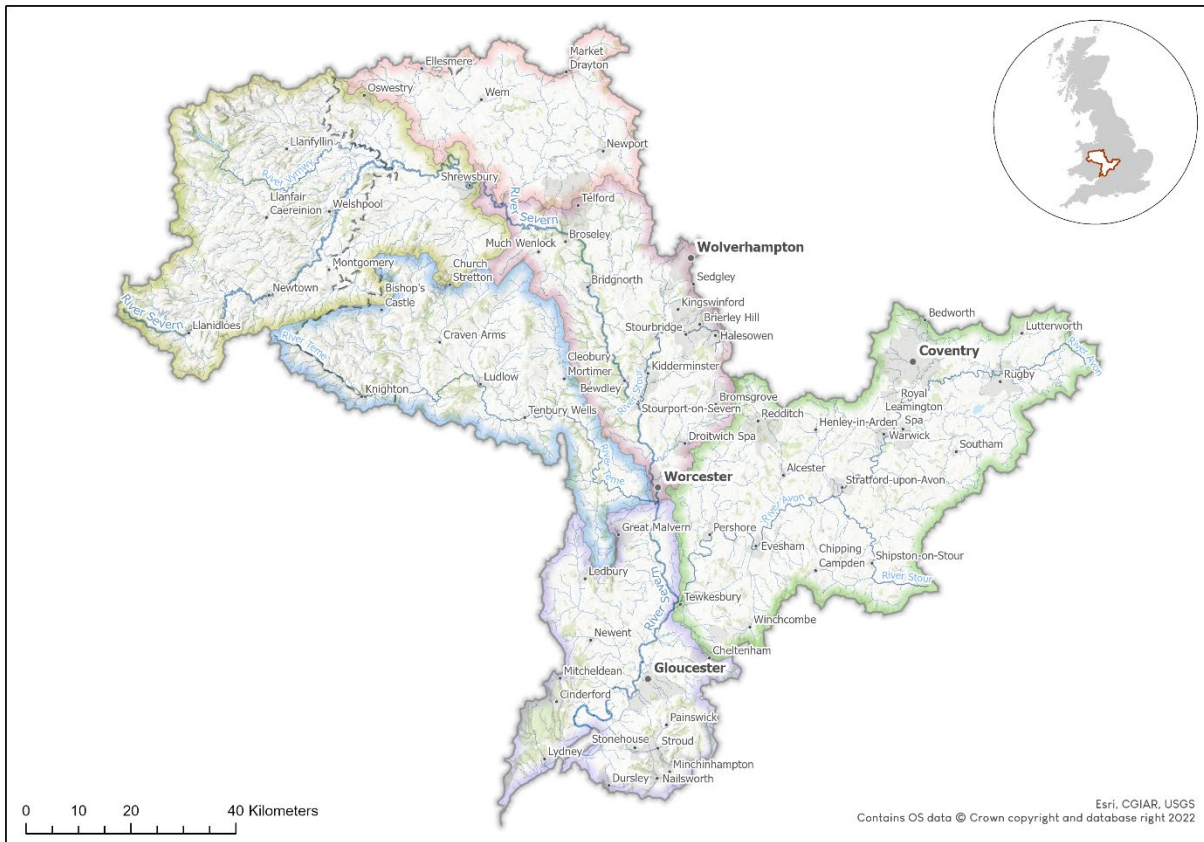
- Advising farmers to encourage the adoption of regenerative agriculture practices.
- Restoring and creating habitat mosaics at a catchment scale including; wetlands, riparian woodlands and floodplain meadows.

💧 Empowering our communities



- Mobilising volunteers to take action for their local water environment through citizen science monitoring and practical conservation opportunities.
- Establishing inspiring learning programmes to upskill and empower the next generation of river guardians.



Our Working Area



The roles will operate either within the Severn Vale catchment or the Teme catchment, with occasional support required in neighboring catchments. Further information on the geography and conditions of these operational catchments can be found by following the links below.

-  [Severn Vale](#)
-  [Teme](#)



Role Purpose

Project management

- Prepare and adhere to delivery programs with pre-agreed milestones. Ensure the effective management of resources and decisively deploy appropriate delivery mechanisms to carry out capital works, e.g. external contractors, volunteer groups, staff etc.
- Plan and oversee the delivery of capital works, ensuring best practice and high standards are consistently achieved.
- Effectively manage and prioritise work programs to ensure project deliverables are met within the project timeframes.
- Manage delegated project budgets to ensure expenditure remains on track and within the allocated budget.
- Liaise with and report back to the funder via clear, concise reports and presentations on the progress of the project.

Landowner engagement & project delivery

- Grow the Trust's presence and credibility within the catchment, focusing attention on pre-agreed priority areas.
- Work closely with landowners in the catchment to explain your projects, gain their trust, ensure their buy-in and ultimately deliver the project objectives on third-party sites.
- Provide sound professional advice to landowners on a range of environmental priorities including; natural flood management, habitat creation, restoration & management, water quality and sustainable agricultural practices.
- Design and oversee the installation of land and riverine management interventions that contribute to the above environmental priorities.
- Proactively promote allocated projects, and foster landowner support for their delivery.
- Keep up to date with evolving environmental regulations and support opportunities that will shape the British countryside.

Partnership working & collaboration

- Forge strong working relations with key stakeholders and establish SRT as the 'go-to' delivery partner.
- Support partners with the development of new, collaborative project ideas that will deliver against key priorities in the catchment.
- Inspire and engage stakeholders with different agendas and priorities to 'think big' and work together to enhance and protect our water environments.

Other Duties

- In addition to the above you will play a key role in the Severn Rivers Trust team helping to deliver our strategic objectives.
- Prioritise health and safety and wellbeing. Take responsibility for yourself, as well as the needs of others (e.g. participants, volunteers and colleagues).
- Support in establishing a workplace culture where staff are motivated to come to work, capable of performing to their highest standard and comfortable being themselves.



Person Specification

Skills and Experience	Essential	Desirable
Experience working with landowners to identify and prioritise opportunities for habitat interventions.	✓	
Practical, hands-on experience delivering habitat interventions within farm and river environments.	✓	
Experience in project management, including budget management.	✓	
Experience managing contracts and contractors.	✓	
Experience producing and using health and safety protocols, including working under CDM regulations.	✓	
A sound working knowledge of farm / freshwater habitats, and associated priority species. Specifically in respect to the water environment.	✓	
Capable of identifying priority habitats and advising on their management/restoration.	✓	
Good 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 (occasional evening and weekend work requirements).	✓	
Confidence in partnership working, e.g. with businesses, statutory bodies and voluntary organisations	✓	
A full UK driving license, with access to a personal vehicle insured for business purposes, and ability to drive SRT work vehicles.	✓	
Experience in project monitoring - collection, analysis and presentation of data.		✓
Relevant qualification, for example in Environmental Science or Countryside Management.		✓
GIS data and mapping skills		✓
Experience developing project proposals and funding applications		✓
Experience of line management / mentoring		✓

Application Process



For further information or to discuss this post please contact Liam Reynolds, our Programme Manager (Lower) for the Severn Vale position or Joanna Ainsworth, our Programme Manager (Middle) for the Teme position.

For email enquiries: liam.reynolds@severnriverstrust.com,
joanna.ainsworth@severnriverstrust.com

Deadline for applications: **Midnight Sunday 4th August**

Interview date: **Tuesday 13th August**

To apply for this role please forward a CV and Cover Letter to recruitment@severnriverstrust.com, identifying which catchment you are applying for

Your CV should be no longer than 2 A4 sides and should present all your relevant work history, education and training.

Your cover letter should be no longer than 2 A4 sides and should summarise how your skills and experiences enable you to meet the requirements of this position, as set out in the Role Requirements and Person Specification sections of this job description.

We will respond to all applicants with an email message to confirm receipt. Unfortunately, we cannot offer feedback on candidates who do not reach the interview stage.



Thank you for your interest in this role with Severn Rivers Trust!