

## Role Summary

<b>Job Title:</b>	Senior River Engagement Officer
<b>Location:</b>	Home-based with requirement to deliver engagement activities throughout <b>one</b> of the following areas, dependant on the candidate's location (see map below): <ul style="list-style-type: none"><li>- Warwickshire Avon</li><li>- Shropshire Middle Severn</li><li>- Severn Uplands</li></ul>
<b>Reports to:</b>	Head of Community Engagement
<b>Salary:</b>	£34,500 – £37,500 per annum
<b>Contract Type:</b>	Permanent
<b>Working Hours:</b>	Full-time (37.5 hours per week) <b>We welcome applications from candidates looking to work part-time in this role.</b>

### Benefits:

- 28 days annual leave plus bank holidays
- Two additional days annual leave awarded after two years' service
- 9% employer pension contribution
- Generous home working package, including:
  - Mileage reimbursement for all work-related travel
  - Monthly home working allowance

### About the Role

Join our Community Engagement team in a senior capacity and help deliver our ambitious 2030 vision – a bold plan to double our impact on river restoration and community engagement by the end of the decade.

As Senior Engagement Officer, you'll lead creative programmes that connect people with rivers – from citizen science and school learning to wellbeing initiatives and hands-on conservation. You'll manage and mentor a growing team, develop exciting new projects, and secure funding to make them happen. Working across sectors, you'll build partnerships with schools, businesses, and communities, while delivering inspiring engagement in one catchment. This is a unique opportunity to take on a senior role with scope to grow and shape the future of community engagement at Severn Rivers Trust.

**As this role involves regulated activity with children, the successful candidate will be required to undergo an Enhanced DBS check prior to employment. A criminal record is not necessarily a barrier to employment with us; decisions will be made on a case-by-case basis with appropriate HR support.**

## Our challenge

The River Severn is Britain's longest river, winding 220 miles from the Cambrian Mountains in Wales through the heart of Shropshire, Worcestershire, and Gloucestershire, before reaching its majestic estuary. For centuries, it has shaped the identity, culture, and economies of the communities along its course. Today, the Severn remains a vital natural resource—supporting rich biodiversity, supplying water to millions, and playing a crucial role in flood resilience and climate adaptation.



Pollution, habitat loss, and the accelerating impacts of climate change are putting immense pressure on rivers like the Severn. Yet, despite these growing challenges, there is still time to act. With the right commitment and collaboration, we can restore and protect these vital ecosystems—and you can be part of the solution.



# Our team & ambition

At the heart of Severn Rivers Trust, is our dedicated staff team. We have a passion for what we do and an unrelenting desire to deliver more, faster and with less interruption. In order to achieve this, we need a leading workplace culture that inspires hard work, nurtures ambition and fosters inclusivity. **We want 100% from our team, and in return the team can expect 110% from the Trust.** Our staff team are organised as follows.

**Operations Team**

Lead the implementation of ecological restoration works and agricultural advice programmes to improve the freshwater environment.

**Development Team**

Provides cross-cutting technical support to our operations and lead our commercial workstreams, that build financial resilience whilst supporting ecological restoration.

**Community Engagement Team**

Inspires and empowers local people through education, volunteering, and citizen science initiatives.

**Finance & Administration Team**

Delivers the vital support that keeps our organisation running smoothly and effectively.

**Our Ambition in a nutshell**

The 2030 Project



- **Build on our foundations and hone our USP**  
We have laid the foundations, and now we're building up. The 2030 project zeros in on what we're best at; delivering meaningful action on the ground.
- **Accelerate delivery & challenge the status quo**  
Recovering our rivers is too slow. We have strategies upon strategies, action plans upon action plans, talking shops, and legislative red tape. We believe there is an approach that can navigate this to bring about change now, not in 20 years' time.
- **Doubling our impact**  
The 2030 project is about growth. We want to deliver more, we want to deliver it faster, and we want to be braver in our approach, to enable us to double our annual delivery output by 2030

## Our working area



Our work follows the principles of river catchments – the natural area where rainfall drains into a single river system. Catchments are the building blocks of healthy rivers, and they shape how we organise our operational teams.

There are six operational catchments within the region we work – all flowing into the mighty River Severn. This role will focus on **one of the following catchments**:

- **Warwickshire Avon**: covering much of Warwickshire’s rolling countryside and historic river valleys.
- **Shropshire Middle Severn**: a landscape of market towns, farmland, and iconic river meanders.
- **Upper Severn**: wild uplands and fast-flowing streams at the heart of the Severn’s source, spanning the Wales-England border.

As the **local lead for community engagement in your chosen catchment**, you’ll build networks, deliver inspiring activities, and champion river restoration where it matters most.

Due to the nature of the role, you must **live in or near one of these catchments** (or be willing to relocate) and be ready to **travel regularly across your area**. Please state your preferred catchment and/or willingness to relocate in your application.



# Role purpose

## Project Management and Delivery

- Lead ambitious engagement programmes – from school-based learning and family events to volunteering and river health monitoring.
- Oversee programme timelines and priorities, ensuring efficiency, quality, and alignment with strategic goals.
- Line manage River Engagement Officers and freelancers, empowering them to deliver high-quality, inclusive activities.
- Manage project budgets and reporting, ensuring compliance and value for money.
- Prepare clear, impactful reports and presentations for funders, partners, and community audiences.

## Awareness Raising and Community Engagement

- Champion nature-based solutions and river wellbeing – helping communities understand how rivers support climate resilience and biodiversity.
- Design and deliver inspiring activities that connect people with rivers and motivate action.
- Act as the local lead for one operational catchment, building networks and delivering engagement that reflects local priorities.
- Grow participation and inclusion in river-based activities, reaching new audiences.

## Partnership Working and Project Development

- Build partnerships across sectors – working with schools, businesses, and community groups to create shared benefits for rivers and people.
- Drive project development and fundraising – turning bold ideas into funded projects that make a real difference.
- Work with partners to make river projects inclusive and accessible – ensuring everyone has a voice and opportunity to get involved.
- Be a trusted representative for Severn Rivers Trust – building collaborations that reflect and respect the diversity of the communities we serve.

## Fundraising, Budget Management and Other Responsibilities

- Lead fundraising efforts for community engagement projects, including grant applications and partnership funding.
- Monitor and manage budgets across multiple projects, ensuring financial accountability and sustainability.
- Promote a strong health, safety, and wellbeing culture – taking responsibility for participants, volunteers, and colleagues.
- Champion an inclusive workplace culture where people are empowered to perform at their best.

# Person specification

Skills & Experience	Essential	Desirable
A strong passion for rivers, wildlife, and nature conservation.	<input checked="" type="checkbox"/>	
Proven experience leading community engagement programmes, such as citizen science, volunteering, education, or wellbeing initiatives.	<input checked="" type="checkbox"/>	
Demonstrated ability to manage and mentor staff or volunteers, fostering an inclusive and supportive team culture.	<input checked="" type="checkbox"/>	
Ideas and enthusiasm for making environmental engagement accessible to all communities.	<input checked="" type="checkbox"/>	
Strong project management skills, including planning, delivery, and monitoring of multi-strand programmes.	<input checked="" type="checkbox"/>	
Experience managing project budgets and financial reporting.	<input checked="" type="checkbox"/>	
Excellent communication skills – able to engage, inspire, and influence a wide range of audiences.	<input checked="" type="checkbox"/>	
Ability to prioritise and manage a demanding workload independently, with high levels of initiative.	<input checked="" type="checkbox"/>	
A collaborative team player, confident in building partnerships across sectors.	<input checked="" type="checkbox"/>	
Proficient in standard IT software (Word, Excel, PowerPoint) and online collaboration tools (Teams, Sharepoint).	<input checked="" type="checkbox"/>	
Willingness and ability to travel regularly within the catchment and work occasional evenings/weekends.	<input checked="" type="checkbox"/>	
Understanding of safeguarding principles and commitment to creating safe, inclusive environments for children and adults at risk.	<input checked="" type="checkbox"/>	
A full UK driving licence and access to a vehicle insured for business use.	<input checked="" type="checkbox"/>	
Track record in fundraising or securing resources for community engagement or environmental programmes.		<input checked="" type="checkbox"/>
Experience developing new projects and writing successful funding bids.		<input checked="" type="checkbox"/>



# Application

For further information or an informal discussion about this role, please contact **Alice Fallon (Head of Community Engagement)**:

For emails enquiries: [alice.fallon@severnrivertrust.com](mailto:alice.fallon@severnrivertrust.com)

To chat or WhatsApp: **07719 020949**

## How to Apply

Please send:

- **Your CV** (max. 2 pages) outlining your relevant experience, education, and training.
- **Tell us your preferred catchment** (Warwickshire Avon, Shropshire Middle Severn, or Upper Severn) and/or confirm if you're willing to relocate.
- **An accompanying note** – this could be a short cover letter, a voice note, or a simple video. Use it to introduce yourself, share why rivers matter to you, and explain how your skills and experience fit this role.
- Email your application: [recruitment@severnrivertrust.com](mailto:recruitment@severnrivertrust.com)

There is no fixed deadline – we'll review applications as they come in and aim to appoint by April, with a start date in May–June 2026. The vacancy will close once the post is filled.

## What to Expect

If you're shortlisted, we'll invite you to an interview where you can share examples from your experience and learn more about Severn Rivers Trust and the role.

Our goal is to make interviews conversational and collaborative – we want to understand your ideas, creativity, and approach to working with others, and give you the chance to ask questions too.

We'll confirm receipt of your application and let you know if you're shortlisted. While we can't provide detailed feedback for all applicants, we're happy to answer questions after interviews.

## Join Us & Make a Difference!

This is a unique opportunity to kickstart your career in conservation, gain hands-on experience, and work with a dedicated team restoring Britain's most iconic river.

Are you ready to be part of the Severn's recovery? Apply today!

