

Role Summary

Job Title:	Catchment Restoration Officer – Upper Severn (Wales)
Location:	Hybrid – Home-based with occasional travel to our Head Office in Martley and across the Severn catchment area
Reporting To:	Programme Manager – (Upper Severn)
Salary:	£28,000 – £34,500 per annum
Contract Type:	Permanent
Working Hours:	Full-time (37.5 hours per week) We welcome applications from candidates looking to work part-time in this role.

Benefits:

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

About the Role

We have an exciting opportunity for you to join our Operations Team as a Catchment Restoration Officer, leading the delivery of a wide range of ambitious habitat creation and restoration projects across the **Upper Severn, in Wales**.

From delivering fish passage solutions, to creating new wetlands, to planting native woodlands, this is a hands-on role where you will work directly with private landowners to plan and implement impactful habitat and species conservation at a catchment scale.

You will engage with a diverse range of stakeholders, building support for environmental programmes through practical land management advice. Working collaboratively within a skilled and passionate team, you will draw on the organisation's expertise to ensure every project is delivered to the highest standards. Where additional capacity is required, you will procure and manage contractors, ensuring that all work meets our commitment to quality and ecological value.

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.

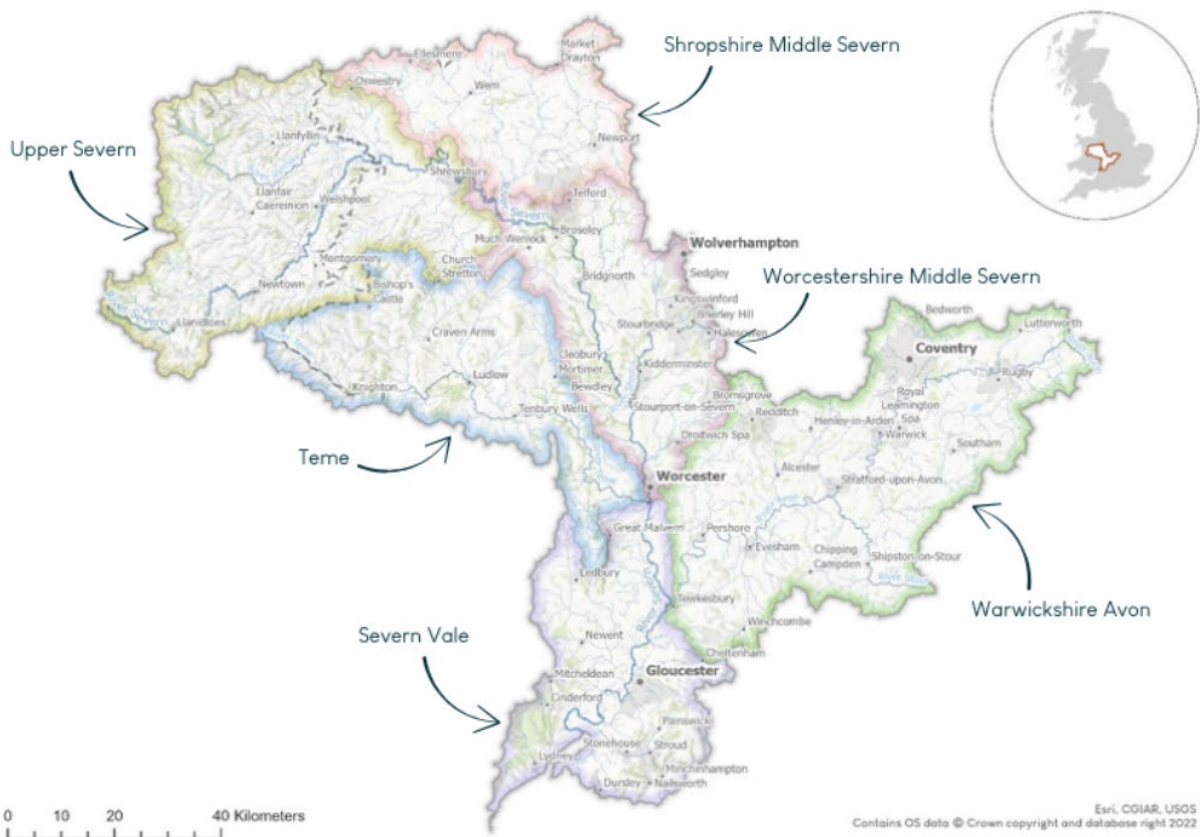
Our Ambition in a nutshell

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



This role will primarily focus on the Upper Severn catchment in Wales. More information about these areas can be found via:

[Severn Vale Management Catchment | Catchment Data Explorer](#)

[Worcestershire Management Catchment | Catchment Data Explorer](#)

[Severn Middle Shropshire Management Catchment | Catchment Data Explorer](#)

[Teme Management Catchment | Catchment Data Explorer](#)

[Severn Uplands Management Catchment | Catchment Data Explorer](#)

[Severn Middle Shropshire Management Catchment | Catchment Data Explorer](#)



Role purpose

Project Management

- Develop and maintain detailed project delivery programmes with clear milestones.
- Manage resources effectively, deploying the appropriate delivery mechanisms (e.g. external contractors, staff, and volunteers) to implement capital works.
- Oversee the on-site delivery of projects, ensuring consistently high standards and best practice in habitat restoration.
- Prioritise and manage multiple workstreams to meet deadlines and project outcomes.
- Monitor and manage allocated budgets, ensuring all expenditure remains within agreed limits.
- Provide funders with clear, timely, and accurate updates, through concise reports and presentations.

Landowner Engagement & Project Delivery

- Enhance the Trust's profile and credibility across the catchment, with a focus on pre-identified priority areas.
- Build strong, trust-based relationships with landowners to secure their support for project delivery on third-party land.
- Offer professional advice on key environmental priorities such as natural flood management, habitat creation and restoration, water quality improvements, and sustainable land use practices.
- Design and oversee the implementation of land and river management interventions aligned with these priorities.
- Actively promote your projects and foster landowner participation and advocacy.
- Stay informed on evolving environmental policy, schemes, and opportunities influencing UK land management.

Partnership Working & Collaboration

- Build and maintain strong relationships with stakeholders, positioning Severn Rivers Trust as a key local delivery partner.
- Collaborate with partners to develop innovative, joint projects that address catchment-scale challenges and priorities.
- Inspire and unite stakeholders with diverse interests to work collectively toward the protection and enhancement of the Severn's water environments.

Organisational Contribution

- Contribute to the wider Severn Rivers Trust team and support the delivery of the Trust's strategic objectives.
- Uphold a strong health, safety, and wellbeing culture—taking responsibility for your own safety as well as that of colleagues, volunteers, and partners
- Help foster an inclusive, motivated, and supportive workplace environment where people feel empowered and valued.

Person

Skills & Experience	Essential	Desirable
Experience working with landowners to identify and prioritise opportunities for habitat measures	<input checked="" type="checkbox"/>	
Practical, hands-on experience delivering habitat interventions in farm and river environments	<input checked="" type="checkbox"/>	
Experience in project management, including budget oversight	<input checked="" type="checkbox"/>	
Experience managing contracts and contractors	<input checked="" type="checkbox"/>	
Experience applying health and safety protocols, including working under CDM regulations	<input checked="" type="checkbox"/>	
Strong knowledge of farm and freshwater habitats, and associated priority species	<input checked="" type="checkbox"/>	
Ability to identify priority habitats and advise on their management/restoration	<input checked="" type="checkbox"/>	
Good understanding of agriculture and land-use practices, including agri-environment schemes and relevant legislation, particularly soil and water conservation	<input checked="" type="checkbox"/>	
Familiarity with catchment-scale approaches (e.g. Ecosystem Services, Natural Capital, Natural Flood Management)	<input checked="" type="checkbox"/>	
Competent user of IT, including email, MS Word, Excel, PowerPoint, and video conferencing platforms	<input checked="" type="checkbox"/>	
Ability to manage workload effectively and prioritise tasks to meet deadlines	<input checked="" type="checkbox"/>	
Strong communication skills, with integrity and diplomacy, both written and verbal, across a wide range of stakeholders	<input checked="" type="checkbox"/>	
Ability to work independently with high self-motivation and enthusiasm	<input checked="" type="checkbox"/>	
Ability to travel regularly to remote sites, including occasional evenings/weekends	<input checked="" type="checkbox"/>	
Confident in partnership working (e.g. with businesses, statutory bodies, and voluntary organisations)	<input checked="" type="checkbox"/>	
Full UK driving licence and access to a vehicle insured for business use; willingness to drive Severn Rivers Trust vehicles	<input checked="" type="checkbox"/>	
Experience in project monitoring, including data collection, analysis, and presentation		<input checked="" type="checkbox"/>
Relevant qualification (e.g. Environmental Science, Ecology, Countryside Management)		<input checked="" type="checkbox"/>
GIS data and mapping skills		<input checked="" type="checkbox"/>
A basic understanding of the Welsh language		<input checked="" type="checkbox"/>
Experience developing project proposals and funding applications		<input checked="" type="checkbox"/>
Experience in line management or mentoring		<input checked="" type="checkbox"/>



Application

For further information or an informal discussion about this role, please contact Matt Marston, Programme Manager (Upper Severn) at:


For emails enquiries: matt.marston@severnriverstrust.com

To chat or WhatsApp: 07593 443 393

How to Apply

To apply, please send:

- Your CV (max. 2 pages) outlining your relevant experience, education, and training.
- An optional cover letter explaining why you are interested in this role and how you meet the requirements,

to  recruitment@severnriverstrust.com

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

Please note: Due to the volume of applications, we are unable to provide feedback for candidates who do not reach the interview stage.

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!