

Role Summary

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| Job Title: | Freshwater Ecologist |
| Location: | Hybrid – home-based with occasional work at our Head Office in Martley and travel across the Severn catchment area |
| Reports to: | Development Manager |
| Salary: | £28,000 – £34,500 per annum (Officer) £34,500 - £37,500 per annum (Senior Officer) Recruitment level will be dependent on candidate experience |
| 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: | <ul style="list-style-type: none">• 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:<ul style="list-style-type: none">○ Mileage reimbursement for all work-related travel○ Monthly home working allowance |

About the Role

Severn Rivers Trust, and our commercial trading arm, Severn Rivers Ecology, are seeking a Freshwater Ecologist to join our team of skilled environmental professionals, delivering high-quality ecological surveys, assessments, and restoration advice to a wide range of clients, as well as assisting our operations teams to deliver against our charitable objectives across the River Severn catchment, and beyond.

This is a newly created, growth-focused role, supporting the expansion of our commercial team into new markets and the delivery of specialist freshwater ecological services, including fish surveys, aquatic invertebrate surveys, and river and riparian assessments. It will build on our existing services, strengthen capacity, and reinforce our reputation as a trusted partner for high-quality environmental advice and delivery.

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

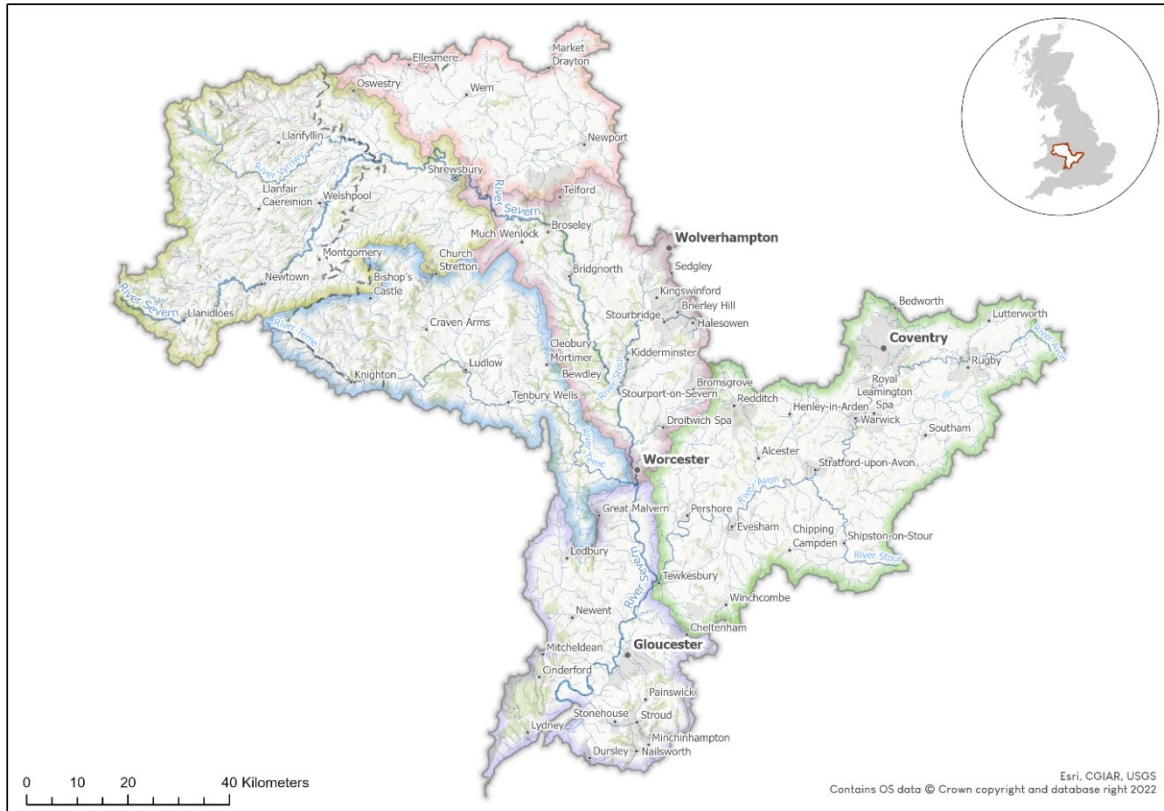
Recovering our rivers is too slow. We have strategies upon strategies, action plans upon action plans, talking shops, and legislative red tape. We believe there is an approach that can navigate this to bring about change now, not in 20 years' time.



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 involve working across our operational catchment, as well as in other areas where commercial opportunities present themselves. More information about our catchment 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

You will work as part of a multidisciplinary team delivering freshwater ecological surveys and assessments across England and Wales. The role will involve fieldwork, data analysis, and technical reporting, alongside opportunities to contribute to river restoration design and monitoring.

Key responsibilities include:

- Planning & undertaking electrofishing surveys in accordance with UK best practice and licensing requirements
- Conducting freshwater & riparian habitat surveys to assess condition and inform management recommendations
- Conducting freshwater species surveys including fisheries and aquatic invertebrates
- Supporting the assessment and design of fish passage and barrier mitigation solutions
- Contributing to ecological appraisals, impact assessments, and monitoring programmes
- Producing high-quality technical reports for internal and external clients
- Assisting with project delivery, health and safety planning, and stakeholder engagement
- Supporting the charitable objectives of Severn Rivers Trust through evidence-based conservation work

A key part of our 2030 strategy includes the diversification of our income streams to generate unrestricted revenue, to build organisational resilience and contribute towards our charitable objectives. For that reason, we have been expanding our consultancy arm, Severn Rivers Ecology, and broadening the suite of services it can provide. The successful candidate in this role will need to be highly motivated, able to take ownership of their work area and identify and seize opportunities to take it forwards. Client liaison will be an essential skill, as well as an ability to manage a diverse workload, delivering work to deadlines and within budgets.

We are looking for candidates who share our vision and drive to establish Severn Rivers Ecology as an industry leader in ecological consultancy and habitat delivery, as well as the motivation to do so quickly and efficiently.

Person

| Skills & Experience | Essential | Desirable |
|---|-------------------------------------|-------------------------------------|
| Degree (or equivalent) in ecology, environmental science, fisheries, or a related discipline | | <input checked="" type="checkbox"/> |
| Formal training and demonstrable experience in electrofishing techniques | <input checked="" type="checkbox"/> | |
| Strong working knowledge of UK freshwater ecology | <input checked="" type="checkbox"/> | |
| Proven ability in Fish Identification (UK freshwater species) | <input checked="" type="checkbox"/> | |
| Experience of conducting and leading on freshwater habitat surveys | <input checked="" type="checkbox"/> | |
| Experience of Macro-invertebrate sampling and identification | | <input checked="" type="checkbox"/> |
| Understanding of fish passage principles, barriers to migration, and mitigation solutions | <input checked="" type="checkbox"/> | |
| Familiarity with relevant UK legislation and guidance (e.g. WFD, protected species considerations) | <input checked="" type="checkbox"/> | |
| Knowledge/experience of the Natural England District Level Licensing scheme, its implementation, and monitoring | | <input checked="" type="checkbox"/> |
| Ability to analyse ecological data and present findings clearly | <input checked="" type="checkbox"/> | |
| Competence in technical report writing | <input checked="" type="checkbox"/> | |
| Good organisational skills and ability to manage multiple tasks and deadlines | <input checked="" type="checkbox"/> | |
| Strong communication skills and ability to work collaboratively within a team | <input checked="" type="checkbox"/> | |
| Willingness and ability to undertake physically demanding fieldwork in all weather conditions | <input checked="" type="checkbox"/> | |
| Strong understanding of field risk assessments and method statements | <input checked="" type="checkbox"/> | |
| Engagement and management of ecological sub-contractors | | <input checked="" type="checkbox"/> |
| Training and experience in River MORPH surveys | | <input checked="" type="checkbox"/> |
| Knowledge of geomorphology, natural flood management, or river restoration techniques | | <input checked="" type="checkbox"/> |
| Experience working in a consultancy environment | | <input checked="" type="checkbox"/> |
| Membership (or working towards membership) of a relevant professional body (e.g. CIEEM, IFM) | | <input checked="" type="checkbox"/> |
| GIS skills (e.g. QGIS or ArcGIS) | | <input checked="" type="checkbox"/> |
| Experience liaising with regulators, clients, or stakeholders | <input checked="" type="checkbox"/> | |
| Full UK driving licence | <input checked="" type="checkbox"/> | |
| Willingness to travel regularly across the Severn catchment and beyond when required | <input checked="" type="checkbox"/> | |



Application

For further information or an informal discussion about this role, please contact Lloyd Cockram, Development Manager:

For emails enquiries: lloyd.cockram@severnrivertrust.com

To chat or WhatsApp: 07923 220 391

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@severnrivertrust.com

This advert has **no fixed deadline** - we'll review applications as they come in and aim to appoint by end of April 2026, with a start date in May–June 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!