

Seagrass Recovery Officer

We have an exciting opportunity for a passionate, practical individual to be the post holder of this new role within the Trust's growing Marine & Coastal Recovery Team.

The position will offer the successful person the opportunity to play a key role in the delivery of the Trust's intertidal seagrass active restoration work.

About Essex Wildlife Trust

We are the County's leading nature conservation charity, committed to protecting wildlife and inspiring a lifelong love of nature and one of the largest Wildlife Trusts in the UK.

This is the most important decade in the history of nature conservation and an exciting time to be joining us. If we are to tackle the climate crisis and the ecological crisis, we need the best people to rally around environmental protection.

Our values are Inspiring, Collaborative, United and Professional.



The Team

The Marine & Coastal Recovery Team delivers several ambitious and impactful projects to deliver marine and coastal recovery in Essex. Focus wildlife and habitats include intertidal seagrass meadows, saltmarsh, native oyster reefs, coastal sand and shingle and beach-nesting birds. For more information, visit our [website](#).

You will join us at an exciting time as we develop and scale-up our efforts to achieve marine and coastal recovery in line with the Trust's Conservation Strategy, to deliver the Trust's core aims of 30% of land and sea in Essex to be actively managed for nature's recovery by 2030, and 1 in 4 people in Essex taking action for nature and climate by 2030.



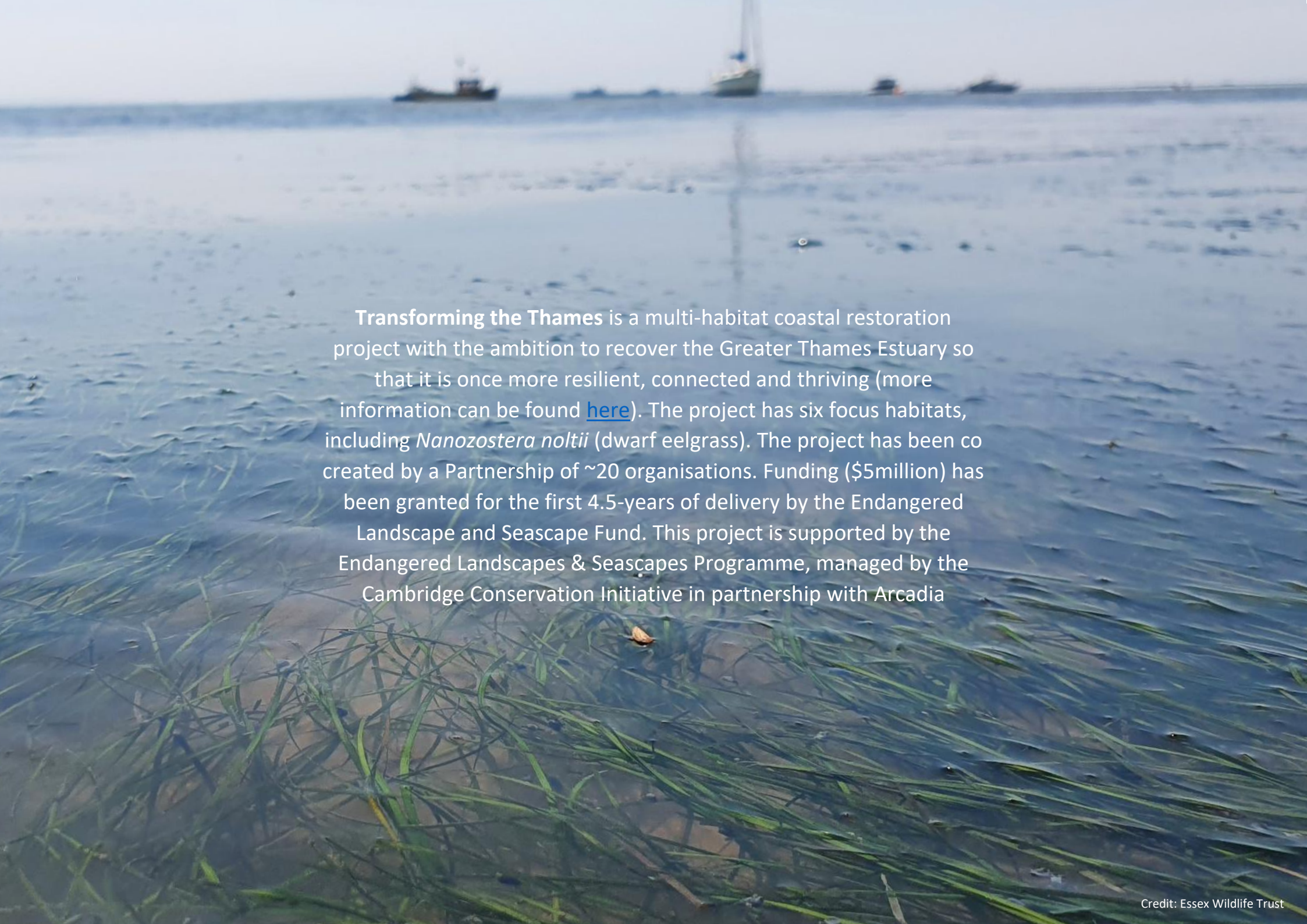


The Role

The Seagrass Recovery Officer will work in partnership with Project Seagrass to deliver our active seagrass restoration programme in Essex. The postholder will expand our established experimental active seagrass restoration approach as part of *Transforming the Thames*.

We aim to restore *Nanozostera noltii* (dwarf eelgrass) within an area of 2 ha across two locations over the three-year delivery period.

This role is funded through *Transforming the Thames* and will make a significant contribution to the partnership's impact and the development of the evidence base for future seagrass restoration in the Greater Thames Estuary.

The background image shows a coastal scene. In the foreground, there is a dense patch of green eelgrass (Nanozostera noltii) growing in shallow, clear water. The water is a light blue-grey color. In the distance, the horizon is visible with several ships, including a large white sailing ship and several smaller motor vessels. The sky is a pale, hazy blue.

Transforming the Thames is a multi-habitat coastal restoration project with the ambition to recover the Greater Thames Estuary so that it is once more resilient, connected and thriving (more information can be found [here](#)). The project has six focus habitats, including *Nanozostera noltii* (dwarf eelgrass). The project has been co created by a Partnership of ~20 organisations. Funding (\$5million) has been granted for the first 4.5-years of delivery by the Endangered Landscape and Seascape Fund. This project is supported by the Endangered Landscapes & Seascapes Programme, managed by the Cambridge Conservation Initiative in partnership with Arcadia

Job Description

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The Seagrass Recovery Officer will work closely with colleagues from Project Seagrass and the Trust's Head of Marine & Coastal Recovery to plan, deliver and monitor the success of the seagrass plug transplants. This will involve practical, physical, on-the-ground activities on the intertidal and will require a thorough understanding of experimental design and seagrass monitoring techniques. Data analysis and interpretation, as well as regular monitoring and impact reporting for funders and internal reporting will be key. You will proactively collaborate, standardise approaches and share learnings with colleagues from the Zoological Society of London, who are also restoring seagrass as part of Transforming the Thames.

A key part of the role will involve recruiting and training a group of specialised volunteers to support restoration activities. The role holder will continue to build strong local community links, run appropriate events and engagement activities and be an advocate for intertidal seagrass in Essex and the Greater Thames Estuary. You will also collaborate with Marine & Coastal Recovery colleagues on existing seagrass pressures reduction work, which focuses on recreational activities, and be a champion for seagrass-related communications activities and campaigns.

Key Tasks:

- Act as the Essex Wildlife Trust lead on the delivery of *Nanozostera noltii* (dwarf eelgrass) plug transplant restoration trials at two sites in Essex as part of *Transforming the Thames*.
- Proactively work in collaboration with colleagues of our partner, Project Seagrass and colleagues from the wider *Transforming the Thames* partnership.

- Undertake on-the-ground plug transplanting of *Nanozostera noltii* from donor meadows to restoration sites.
- Deliver and coordinate a standardised seagrass monitoring programme (pre, during and post restoration, including the use of drone surveys as a monitoring tool) and adopt appropriate indicators and metrics to inform success of the restoration approaches, in collaboration with *Transforming the Thames*.
- Secure all necessary licences and permissions to carry out restoration, research and monitoring activities.
- Procure and maintain the equipment needed.
- Manage budgets and provide regular budget reports, with support from the Head of Marine & Coastal Recovery.
- Recruit and train volunteers and citizen scientists to support active restoration activities.
- Provide reports and updates to Transforming the Thames project partners and funders as required and represent the Trust at partnership meetings as required.
- Act as the Trust's seagrass specialist, being a first point of contact for queries and staying up to date with seagrass research and restoration techniques, including seed-based restoration.
- Lead the organisation and delivery of the Essex Seagrass Specialist Group meetings.
- Represent the Trust, the wider Wildlife Trusts and *Transforming the Thames*, and actively participate and share learnings at key meetings and conferences, including the Noltei Network and the Blackwater Partnership.
- Support the Marine & Coastal Engagement Officer to collaborate with local community groups and coastal water users to reduce pressures on Essex's seagrass beds.
- In collaboration with the Trust's Marine & Coastal Recovery team and the wider *Transforming the Thames* partnership, deliver informative and inspiring bespoke events and activities that inform and influence target internal and external audiences, both in-person and online.
- Be a spokesperson for the Trust's marine and coastal recovery projects and activities and for *Transforming the Thames*, including collaborating with the Communications Team to create and deliver inspiring and engaging social media, print, radio and TV content.
- To carry out any other duties that are within the scope, spirit and purpose of the role and the contract of employment, as requested by the Head of Marine & Coastal Recovery.

Person Specification

- Demonstrable experience of planning and delivering marine habitat restoration projects and fieldwork.
- Relevant practical experience of active seagrass restoration (using plug transplants is desirable but not essential).
- Detailed knowledge and understanding seagrass habitats (specific knowledge of *Nanozostera noltii* is desirable).
- Detailed knowledge and understanding of Essex's marine priority habitats and associated species and key marine issues
- Demonstrable experience delivering a scientific conservation monitoring programme.
- The ability to design and manage practical fieldwork days in the intertidal (previous experience of this is desirable).
- Demonstrable experience of undertaking risk assessments and managing risk when working on the coast.
- Demonstrable data management and statistical analysis skills using software, such as ArcGIS and R, as well as confidence using *Word*, *Excel* and *Powerpoint*.
- Experience of writing scientific reports and/or project review or funder reports.
- A confident networker with proven experience of positively working in Partnerships and with stakeholders.
- Experience of line management of staff or volunteers and very good interpersonal and communication skills, with demonstrable ability to work as part of a close, multidisciplinary team.
- A confident problem solver with a capacity for innovation and a willingness to take on responsibility, use initiative and be adaptive; and the ability to work both individually and in an internal and external team environment.
- Excellent organisational skills, able to work under pressure and experience in managing multiple projects simultaneously, with delivery on time and within budget to meet deadlines.
- Possess excellent verbal and written communication skills with strong attention to detail and the ability to communicate and influence a range of audiences in person, on social media and via written information.
- Full UK-valid driving licence and use of a vehicle (Trust pool vehicles are available for work related activities).
- Physical ability to access sites and undertake site investigation with equipment.
- A passion for wildlife and conservation and an awareness of the key challenges facing conservation charities and the natural environment.



Terms

This role is a fixed-term, 36-month contract starting in January 2026 (Monday to Friday from 9:00am to 5:00pm) with a starting salary of £29,900 per annum.

The role will require a valid full UK driving licence and access to your own vehicle.

Annual leave entitlement starts at 26 days per annum increasing annually to 29 days plus Bank Holidays. We provide company sick pay increasing with length of service, an employee assistance programme, a combined 8% contribution pension scheme, staff social days, branded uniform, colleague nomination scheme and discounts in our Nature Discovery Centres.

How to Apply

To make an application, please complete an online application form on our website by 9:00am on Thursday 09 October 2025. Interviews will be held on Monday 20 October and Tuesday 21 October 2025. We reserve the right to close this advert early. Please submit your application at the earliest opportunity.

Thank you for your interest in this position and I look forward to receiving your application.

Rachel Langley, Head of Marine and Coastal Recovery