

Essex Wildlife Trust

Job Description and Person Specification



Job title: Wilder Rivers Officer

Location: Abbotts Hall

Reports to: Wilder Rivers and Protected Species Manager

Job purpose

As a key member of the Conservation Directorate team, to initiate, develop and oversee the Essex Fish Migration Roadmap and other river catchment or freshwater habitat and species recovery projects. To recruit, train and supervise river or freshwater-based citizen scientists and volunteers to undertake key surveys and gather evidence for Essex Wildlife Trust, in conjunction with the Conservation Evidence Team and others in the Conservation Directorate.

To provide technical expertise to assist with both favourable status habitat and individual species management projects for the emerging Essex Farm Clusters, including the Essex Lost Ponds Project, and ensure the efficient and effective delivery of the Trust's County conservation and people engagement objectives, in accordance with the Trust's Strategic Plan and Conservation Strategy. In implementing these important evidence-based projects, this new role will make a significant contribution to both the on-the-ground conservation impact and a long-term legacy of scientific evidence.

Key tasks

- Develop and deliver projects to take forward the Essex Fish Migration Roadmap to restore fish passage from source to sea in catchments across Essex as part of the Essex Local Nature Recovery Strategy (LNRS) and the Essex Rivers Hub Catchment Partnership's Fish Passage sub-group.
- Recruit, train and support a network of river-based volunteers and citizen scientists (River Champions) who can undertake landscape scale surveys across Essex as required by Essex Wildlife Trust, supporting EWT's strategic aim to get 1 in 4 people in Essex taking action for nature.
- Provide technical assistance and project evaluation/management of freshwater habitat enhancement and species recovery projects both on Essex Wildlife Trust sites, and for external partners, organisations and private landowners, focussing on the emerging Farm Clusters.
- Undertake monitoring and evaluation of the outcomes of delivered projects, providing regular reporting to the Wilder Rivers & Protected Species Manager on their status and delivery against PIs and the KPI.
- Assist, if required, the Essex Waterlife Recovery Project Officers with the implementation of the Water Vole Species Recovery Strategy as part of the strategic delivery of a mink-free Eastern Region.
- As a key member of the Landscape Conservation River Catchment Team plan your own site and office work schedules and report on progress through weekly updates, team meetings and regular 1:1s with the Wilder Rivers & Protected Species Manager.
- Collaborate with the Marketing and Communications teams to provide representation in print and broadcast media, social media, and internal publications such as the EWT Member's magazine.
- Represent Essex Wildlife Trust at conferences and forums, both in person and online, relating to river catchments and riparian habitats.

- Responsible for individual development through training, coaching, shadowing and team culture evolution, in liaison with the People & Culture directorate.
- Ensure River Champion volunteers are working to health and safety policy/practice through the implementation of individual and task risk assessments and use of the Team Kinetic volunteer system.
- Support the gathering of data on project delivery to assist the Conservation Evidence team in maintaining EWT's accreditation as Conservation Evidence Champions.
- To occasionally work unsocial hours (eg evenings or weekends) as required to achieve operational aims of projects or other duties for Essex Wildlife Trust.
- To work effectively with colleagues across the Trust and demonstrate the values of being Inspiring, Collaborative, United and Professional. To work closely with colleagues and counterparts across the Wildlife Trusts movement, sharing ideas and best practice, in the spirit of cooperation and continual improvement.
- 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 Wilder Rivers & Protected Species Manager and/or the Director of Conservation.

Person Specification

Knowledge and skills

- Degree or evidence of equivalent significant experience in environmental science/ecology/nature conservation
- Sound knowledge and understanding of freshwater habitats, aquatic wildlife, species identification, water quality, green and blue infrastructure, rewilding.
- Demonstrable IT skills with MSWord, MExcel, MSPowerpoint are essential and proven use or working knowledge of GIS and GPS data gathering is desirable
- A confident problem solver.
- 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.
- Proactive and enthusiastic with a willingness to take personal responsibility to achieve goals.
- Open to sharing knowledge and with enthusiasm to support the learning and upskilling of staff and volunteers.
- Full UK-valid driving licence and use of a vehicle (Trust pool vehicles are available for work related activities).

- Physical ability to access riverside, and other, fieldwork 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.

Additional information

- The role would entail some evening and weekend working.
- The role requires an interest in working for a charity that is determined to protect wildlife for the future and for the people of Essex.
- The role requires the ability to drive, including a full driving licence and use of a vehicle, though pool vehicles may sometimes be available.
- The role is based at Great Wigborough, Essex, but requires regular travel across the county and beyond, with mileage paid for all additional, non-commuting travel.

Disability Confident Statement

As a Disability Confident employer, we are committed to offering an interview to anyone with a disability that meets all the essential criteria for the post. Please let us know if you require any adjustments to make our recruitment process more accessible.

Armed Forces Covenant

We are proud to be an employer that supports the Armed Forces Covenant and are committed to supporting those who serve or have served in the Armed Forces, and their families. As part of this commitment, Armed Forces veterans who meet the minimum criteria for an advertised role will be guaranteed an interview.

Signed: _____ Date: _____

Name: _____