



Essex
Wildlife Trust



Wilder Rivers Officer Abbotts Hall

We have an opportunity for a suitably qualified individual to join us at Essex Wildlife Trust in this externally funded role to initiate, develop and oversee the Essex Fish Migration Roadmap and other river catchment or freshwater habitat and species recovery projects.

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 are 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 [Impactful](#), [Collaborative](#), [United](#) and [Proactive](#).



The Role

This is a fixed term role within the Landscape & Rivers Recovery Team in the Trust's Conservation Directorate. You will join the Directorate at an exciting time as we develop and scale-up our efforts to achieve nature recovery and to deliver the Trust's core objectives of 30% of land and sea connected and protected for nature by 2030 and 1 in 4 people in Essex taking action for wildlife by 2030.

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.





Job Description

- 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 evolvment, 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.

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.

Person Specification

- 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, MSEXcel, 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.



Terms

The position is a fixed-term role expected to last until 31 January 2029; however, opportunities will be sought to extend and continue this post beyond its current fixed term period.

The starting salary is £30,680 per annum and the hours of work are full-time, 37.5 hours per week Monday to Friday.

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, colleague nomination scheme and discounts in our Nature Discovery Centres.

How to Apply

To apply for this opportunity, please submit an online application via our website by 9:00am on Tuesday, 07 April 2026. Interviews will be held on Friday, 17 April 2026.

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

Darren Tansley

Wilder Rivers & Protected Species Manager