

Role Summary

Job title:	Catchment Assistant
Location of job:	Hybrid working – home based with occasional working in our Head Office, Martley, Worcestershire, and regular travel around the Upper Teme catchment area.
Post holder reports to:	Programme Manager (Middle Severn)
Salary:	£23,400 – £25,200 per annum
Position type:	12-month Fixed Term
Working arrangements:	Full-time role (37.5 hours per week) with a flexible working approach. 28 days Annual Leave plus bank holidays.
Additional benefits:	9% employer pension contribution A generous home working package, including mileage reimbursement from your home address for all travel requirements plus monthly allowance.

Overall purpose of the job

This is an exciting opportunity for an entry-level candidate seeking to launch their career in environmental conservation, from within a leading environmental charity, delivering ambitious ecological schemes along Britain's longest river.

The role will provide hands-on support to the middle division of our Operations Team, bolstering resources and enabling us to scale up our exciting portfolio of environmental programmes in the river Teme catchment (specifically in the Upper Teme), an important tributary of the Severn.

You will provide end-to-end support to our farm advice and ecological restoration programmes in the region. Day-to-day activities will include landowner engagement, supporting in the planning and coordination of farm cluster events and practical assistance with planning and delivering a range of habitat creation and restoration initiatives.



Our Challenge

The Severn is the longest river in the United Kingdom, stretching 220 miles from its source in the Cambrian Mountains in Powys Wales, through the counties of Shropshire, Worcestershire and into Gloucestershire to the iconic estuary. The culture and economies of the historic settlements across the catchment have been intertwined with the river through commercial navigation, fishing, water supply, and trade. Today, the Severn's rivers, including important tributaries such as the Teme, the Stour and the Warwickshire Avon, continue to play an essential role in supporting wildlife, wellbeing and economies of the region.



Our freshwater environments are in trouble like never before. The pressures are seemingly endless – sewage pollution, agricultural run-off, habitat loss and major weather events including drought and flooding are all threatening irreversible destruction of our freshwater ecosystems.

Despite the enormity of the challenge, it's not too late.

Do you want to be part of the river Severn's recovery?

Our Team



Our work is organised across the following four divisions:

- Operations Team
- Development Team
- Community Engagement Team
- Finance and Administration Team

Our staff have an intimate understanding of the River Severn and its tributaries. We're proactive and hands on, working with farmers, land managers and communities to deliver ecological restoration at a local level, with catchment-wide impacts.

Our mission is **a healthy, resilient River Severn for everyone**, and we strive to achieve this by delivering ambitious programmes of work across the following strategic themes;

💧 Restoring our rivers

- Removing barriers to fish migration to reconnect river habitat.
- Renaturalising our rivers through works such as remeandering, gravel augmentation and installing woody debris.

💧 Recovering our land

- Advising farmers to encourage the adoption of regenerative agriculture practices.
- Restoring and creating habitat mosaics at a catchment scale including; wetlands, riparian woodlands and floodplain meadows.

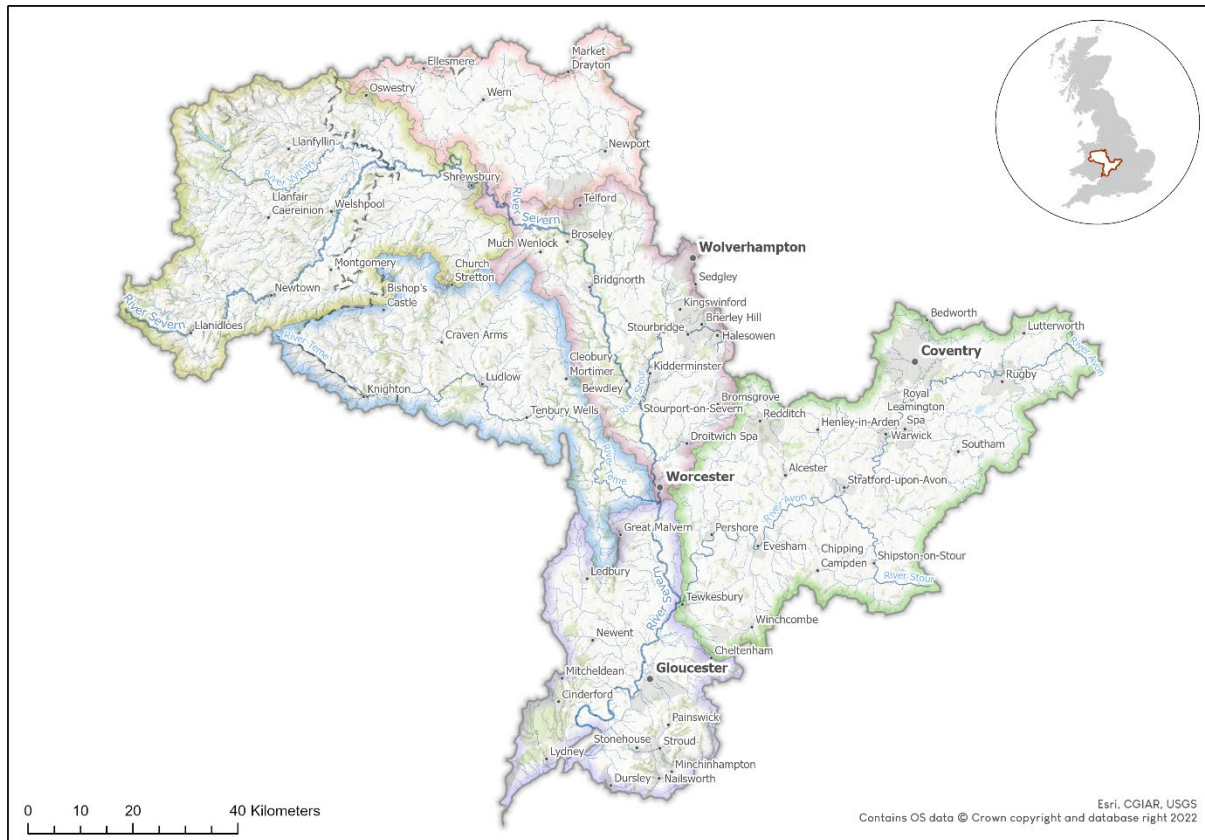
💧 Empowering our communities

- Mobilising volunteers to take action for their local water environment through citizen science monitoring and practical conservation opportunities.
- Establishing inspiring learning programmes to upskill and empower the next generation of river guardians.





Our Working Area



The focus area for this role will be headwaters of the river Teme catchment, with a requirement for regular travel in this region. Further information on the upper Teme catchment can be found here; [Teme Upper Operational Catchment | Catchment Data Explorer](#)



Role Purpose

Project delivery support

- Support in the organisation and delivery of farm cluster meetings and demonstration days to promote land use change in the Upper Teme catchment
- Provide day-to-day practical support in the preparation and delivery of environmental programmes by undertaking the following activities: preparation of external service contracts, contractor engagement, procurement of materials and equipment and on-site practical delivery.
- Assist with ground truthing exercises e.g. desk-based studies and modelling to appraise the optimum location for our interventions
- Support with landowner engagement through farm visits to identify opportunities and secure landowner support for our work.
- Shadow colleagues when delivering professional advice to landowners on a range of environmental priorities.
- Shadow colleagues whilst identifying the best delivery mechanism for each project, (i.e. ascertain whether the landowner, volunteers or external contractors will deliver the intended work)
- In time, lead on assigned project tasks, such as the end-to-end oversight of a particular capital works scheme, where you will be responsible for all aspects of the project, from landowner engagement, to finance management, to contractor management.
- Effectively manage and prioritise own workload to ensure project deliverables are met within the project timeframes.

Other Duties:

- In addition to the above you will play a key role in the Severn Rivers Trust team helping to deliver our strategic objectives.
- Prioritise health and safety and wellbeing. Take responsibility for yourself, as well as the needs of others (e.g. participants, volunteers and colleagues).
- Support in establishing a workplace culture where staff are motivated to come to work, capable of performing to their highest standard and comfortable being themselves.



Person Specification

Skills and Experience	Essential	Desirable
Passion and enthusiasm for the conservation sector, particularly rivers and restoring natural processes.	✓	
Basic knowledge of British ecology, with an understanding of farmland habitats and wildlife.	✓	
Basic understanding of agricultural systems and able to demonstrate understanding of the potential impact of agricultural practices on our water environment.	✓	
Confidence and willingness to engage independently with landowners and land.	✓	
Keenness and willingness to learn new skills, improve own understanding of the catchment and to engage with opportunities to gain knowledge.	✓	
Experience in adhering to health and safety protocols, including preparing & following risk assessments.	✓	
Experience using IT software including email, MS Word, PowerPoint, Excel and videoconference apps.	✓	
Ability to manage workload effectively and prioritise tasks to demanding timelines.	✓	
Ability to communicate effectively, with integrity, tact and diplomacy, both verbally and in writing, to a wide range of audiences.	✓	
Ability to work well on your own initiative with high levels of self-motivation and enthusiasm	✓	
Ability to travel regularly and to remote sites and work some evenings and weekends.	✓	
A full UK driving license, with access to a personal vehicle insured for business purposes, and ability to drive SRT work vehicles.	✓	
Experience in managing volunteers, engaging with communities, and inspiring others about catchment management and restoration		✓
Familiar with catchment-scale approaches and processes, for example Ecosystem Services and Nature Based Solutions.		✓
Experience engaging with landowners and land managers to successfully achieve environmental outcomes.		✓
Relevant qualification, for example in Environmental Science or Countryside Management.		✓



Application Process

For further information or to discuss this post please contact Jo Ainsworth at joanna.ainsworth@severnriverstrust.com.

Deadline for applications of a CV and covering letter is midnight 16th June 2024 with an interview date of Friday 28th June 2024 if successful. We look forward to hearing from you!



Thank you for your interest in this role with Severn Rivers Trust!