



## Role Summary

### Job title:

Catchment Restoration Officer - Severn Vale **&** Catchment Assistant

### Location of job:

Hybrid working – home based with occasional working in SRT Head Office, Martley, Worcester and travel throughout the respective catchments (Severn Vale and Warwickshire Avon).

### Post holder reports to:

Programme Manager – Lower Severn

### Salary:

Catchment Restoration Officer – Severn Vale: £26,200 – £33,200

Catchment Assistant: £23,400 – £25,200

### Position type:

Permanent

### Working arrangements:

Full-time role (37.5 hours per week) with a flexible working approach.  
28 days Annual Leave **plus** bank holidays.

**We welcome applications from candidates looking to work part-time in this role.**

### 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.

Two additional days annual leave awarded after two years' service.



## Overall purpose of the job

### Catchment Restoration Officer – Severn Vale

We have an exciting opportunity to join our Operations Team and lead the delivery of a range of ambitious habitat creation and restoration projects throughout the Severn Vale region. From delivering fish passage solutions, to creating dynamic wetlands and planting new native woodlands, you will be required to get hands on, working with private landowners to plan and implement habitat and species conservation at a catchment scale.

Your work will require you to engage with a diverse range of stakeholders, where you will foster support for environmental programmes by providing informed land-management advice. Importantly, you will work collaboratively as part of a wider team, to ensure the correct support, knowledge and experiences are being leveraged to deliver at a consistently high standard. Where additional support is needed, you will procure and oversee a diverse portfolio of skilled contractors to deliver the works to the same high standards.

### Catchment Assistant

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 lower division of our Operations Team, bolstering resources and enabling us to scale up our exciting portfolio of environmental programmes throughout the Warwickshire Avon and Severn Vale catchments.

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

# 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 re-meandering 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.

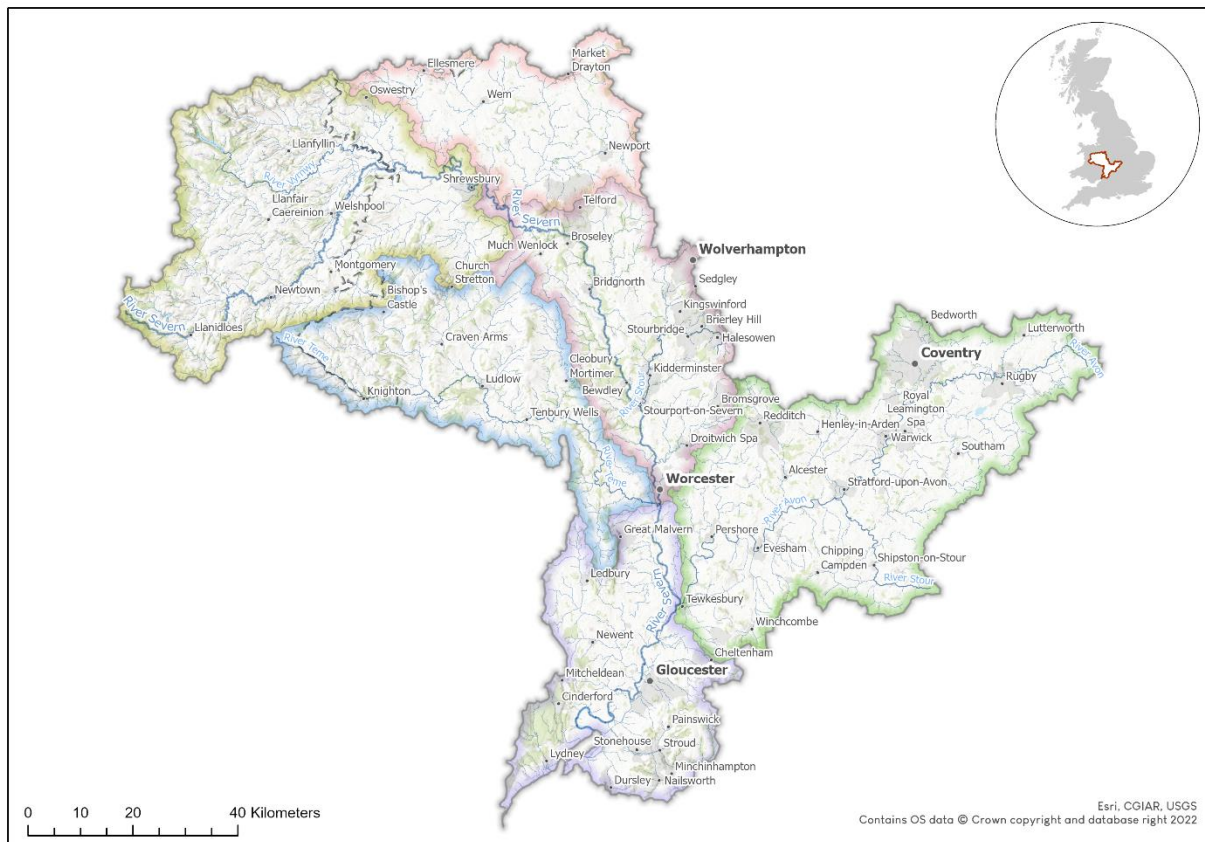
## 💧 Empowering our communities

- 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



Both roles will operate throughout the Severn Vale catchment and will provide occasional support within neighboring catchments. In addition, the Catchment Assistant position will also be required to work throughout the Warwickshire Avon catchment. Further information on the geography and conditions of these operational catchments can be found by following the links below.

- ◆ [Severn Vale](#)
- ◆ [Warwickshire Avon](#)



# Role Purpose

## Catchment Restoration Officer – Severn vale

### Project management

- Prepare and adhere to delivery programs with pre-agreed milestones. Ensure the effective management of resources and decisively deploy appropriate delivery mechanisms to carry out capital works, e.g. external contractors, volunteer groups, staff etc.
- Plan and oversee the delivery of capital works, ensuring best practice and high standards are consistently achieved.
- Effectively manage and prioritise work programs to ensure project deliverables are met within the project timeframes.
- Manage delegated project budgets to ensure expenditure remains on track and within the allocated budget.
- Liaise with and report back to the funder via clear, concise reports and presentations on the progress of the project.

### Landowner engagement & project delivery

- Grow the Trust's presence and credibility within the catchment, focusing attention on pre-agreed priority areas.
- Work closely with landowners in the catchment to explain your projects, gain their trust, ensure their buy-in and ultimately deliver the project objectives on third-party sites.
- Provide sound professional advice to landowners on a range of environmental priorities including; natural flood management, habitat creation, restoration & management, water quality and sustainable agricultural practices.
- Design and oversee the installation of land and riverine management interventions that contribute to the above environmental priorities.
- Proactively promote allocated projects, and foster landowner support for their delivery.
- Keep up to date with evolving environmental regulations and support opportunities that will shape the British countryside.

### Partnership working & collaboration

- Forge strong working relations with key stakeholders and establish SRT as the 'go-to' delivery partner.
- Support partners with the development of new, collaborative project ideas that will deliver against key priorities in the catchment.



- Inspire and engage stakeholders with different agendas and priorities to 'think big' and work together to enhance and protect our water environments.

## Catchment Assistant

### Project delivery support

- 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)
- Support in the organisation and delivery of farm cluster meetings and demonstration days to promote land use change throughout the Warwickshire Avon catchment
- 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 and contractor management.
- Effectively manage and prioritise own workload to ensure project deliverables are met within the project timeframes.

## Catchment Restoration Officer - Severn Vale & Catchment Assistant

### Additional 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

## Catchment Restoration Officer - Severn Vale

Skills and Experience	Essential	Desirable
Experience working with landowners to identify and prioritise opportunities for habitat interventions.	✓	
Practical, hands-on experience delivering habitat interventions within farm and river environments.	✓	
Experience in project management, including budget management.	✓	
Experience managing contracts and contractors.	✓	
Experience producing and using health and safety protocols, including working under CDM regulations.	✓	
A sound working knowledge of farm / freshwater habitats, and associated priority species. Specifically in respect to the water environment.	✓	
Capable of identifying priority habitats and advising on their management/restoration.	✓	
Good understanding of agriculture and other land-use practices, as well as Agri-environment schemes and relevant policies or legislation; in particular soil and water conservation.	✓	
Familiar with catchment-scale approaches and processes, for example Ecosystem Services, Natural Capital, Natural Flood Management.	✓	
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 stakeholders.	✓	
Ability to work well on your own initiative with high levels of self-motivation and enthusiasm	✓	
Ability to travel regularly and to remote sites (occasional evening and weekend work requirements).	✓	
Confidence in partnership working, e.g. with businesses, statutory bodies and voluntary organisations	✓	
A full UK driving license, with access to a personal vehicle insured for business purposes, and ability to drive SRT work vehicles.	✓	
Experience in project monitoring - collection, analysis and presentation of data.		✓
Relevant qualification, for example in Environmental Science or Countryside Management.		✓
GIS data and mapping skills		✓
Experience developing project proposals and funding applications		✓
Experience of line management / mentoring		✓





## Catchment Assistant

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 aquatic and 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 Liam Reynolds, our Programme Manager (Lower Severn.)

**For emails enquiries:** [Liam.reynolds@severnriverstrust.com](mailto:Liam.reynolds@severnriverstrust.com)

**Deadline for applications:** Midnight Sunday 27<sup>th</sup> October

**Interview date:** Week commencing 4<sup>th</sup> November

To apply for this role please forward a CV and Cover Letter to [recruitment@severnriverstrust.com](mailto:recruitment@severnriverstrust.com)

Your CV should be no longer than 2 A4 sides and should present all your relevant work history, education and training.

Your cover letter should be no longer than 2 A4 sides and should summarise how your skills and experiences enable you to meet the requirements of this position, as set out in the Role Requirements and Person Specification sections of this job description.

We will respond to all applicants with an email message to confirm receipt. Unfortunately, we cannot offer feedback on candidates who do not reach the interview stage.



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