

## Role Summary

<b>Job title:</b>	Ecosystems Services Lead
<b>Location of job:</b>	Hybrid working – home based with travel requirements throughout the catchment.
<b>Post holder reports to:</b>	Head of Development
<b>Salary:</b>	£29,000 – £33,000 (9% employer pension contribution)
<b>Position type:</b>	Permanent
<b>Working arrangements:</b>	<p>Full time (37.5 hours per week) preferable but part time hours will be considered, with a flexible working approach</p> <p>28 days Annual Leave plus bank holidays. This will increase to 30 days, plus bank holidays, after successful completion of two years' service.</p> <p>A generous home working allowance will be provided.</p>

### Overall purpose of the job:

Funding for the environmental sector is evolving and here at SRT we are adapting our ways of working accordingly. An opportunity now exists to address the funding gap that has plagued our sector for too long, by means of pursuing alternative private sector funding avenues. This position will be fundamental to helping our organisation do just that and achieving our ambitious plans for catchment wide ecological restoration.

You will work closely with our Head of Development to provide the technical support and understanding of natural capital markets, necessary for the development of new lines of services in respect to Carbon Offsetting, Biodiversity Offsetting and Natural Flood Management investment.

Additionally, you will work with our Operations Team, supporting them in their work to develop ecosystem service models, that help appraise the ecological and financial value of landscape interventions. Alongside our GIS & Data Officer, you will advise on what data we gather, how we collect it and identify external stakeholders and partners that can provide wrap around support and fill internal knowledge gaps.

Importantly, you will have the autonomy to use your natural flare for innovation to pursue new opportunities, test their viability and integrate them into our delivery approach.





# About Severn Rivers Trust

The River Severn is 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 continue to play an essential role in supporting wildlife, wellbeing and economies of the region.

We are living through a time of great change. We are in the middle of a biodiversity crisis, and a climate emergency. We are witnessing disastrous loss of habitat, collapse of ecosystems, erosion of precious soils, increased flooding and devastating drought. At Severn Rivers Trust we are fighting for a future where our children and grandchildren can enjoy healthy vibrant rivers teeming with diverse and wonderful life – from Atlantic salmon to white clawed crayfish, and from freshwater pearl mussels to European eel. The Severn Rivers Trust's vision for the Severn is: ***A healthy, resilient river Severn for everyone.***

The Severn Rivers Trust is the only organisation that works across the entire River Severn Basin area in both England and Wales, some 11,500 square miles! We are a proactive and adaptable team of dedicated staff. Our motto is “*We get our feet wet*” – meaning we make things happen on the ground and constantly strive to make a real and positive difference for the river and its communities.

## Our work and how we organise ourselves

Our team comprises around 25 dedicated staff, organised across the following four teams;

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

Collectively, we are now delivering in excess of 60 conservation and engagement-based projects throughout our operational area. Our most notable projects cover the following work areas: river restoration, regenerative agriculture and outreach educational & engagement programmes. Inevitably, we do not work alone. Our work requires close collaboration with a host of statutory agencies, NGO's and private sector companies to maximise our impact. To learn more about our work, please visit our website: [www.severnriverstrust.com](http://www.severnriverstrust.com)



# Role Requirements

## Business development

- Support in developing and refining our portfolio of environmental services and establishing Severn Rivers Ecology in the ecological consultancy marketplace
- Support in negotiating contracts of sale for ecosystem services (e.g., through the sale of biodiversity units sold to developers, or carbon credits sold to businesses seeking to offset their carbon emissions)
- Establishing strategic partnerships with businesses and organisations capable of offering wrap around support, or complementary services, to our own activities

## Technical support

- Technical support to our Operations Team, in the development of natural capital models to appraise the ecological, and associated fiscal benefits, of our work. The following two models are currently in development;
  - *Farm Hydrology Model*, intending to quantify the role good soil husbandry and farmyard rainwater harvesting can have on reducing flood risk and improving water quality
  - *Natural Flood Management investment model*, intending to quantify the role ‘traditional’ NFM interventions can have at a farm scale.
- Lead on developing our organisations approach to surveying and monitoring, helping establish template survey procedures that enable our catchment staff to collect the information that is necessary for undertaking biodiversity metric calculations and other natural capital assessments
- Alongside our GIS & Data Officer, undertake biodiversity metric calculations, and other natural capital evaluations, using data provided by the team
- Act as an advocate for new environmental markets within the Trust, helping explain key concepts to the wider team

## Project management

- End to end project management of discrete work programmes, ensuring effective time and resource management in order to meet project outputs within the required timeframe
- Manage delegated project budgets to ensure income and expenditure remains on track
- Liaise with and report back to the funder via clear, concise reports and presentations on the progress of the project



## Other Duties

- Forge strong working relations with partners and businesses to establish SRT as the 'go-to' environmental delivery partner
- Where necessary, mentor junior colleagues and share knowledge throughout the Trust
- You shall lead by example in prioritising health and safety and wellbeing by taking responsibility for yourself, participants, volunteers, and colleagues
- You may be required to carry out other duties and tasks as required from time to time for the efficient operation of the Trust.

## Person Specification

Skills and Experience	Essential	Desirable
A comprehensive understanding of environmental markets and the opportunities they present for our sector	✓	
Experience of undertaking natural capital assessments e.g carbon offset calculations or biodiversity metric calculations	✓	
Experience working within the environmental sector and securing investment for environmental enhancement projects		✓
Commercial acumen, with experience of concept testing and end to end product development		✓
Experience in project management, including budget management	✓	
Naturally creative, with a desire to innovate and explore new ways of working	✓	
Capable of managing and prioritising a demanding workload independently	✓	
Ability to conduct oneself professionally, with integrity, tact and diplomacy	✓	
An effective communicator, able to distill complex information and communicate it clearly and concisely to an untrained audience	✓	
A sound understanding of environmental conservation and land management.	✓	
Experience using IT software including email, MS Word, PowerPoint, Excel and videoconference apps.	✓	
A full UK driving license, with access to a personal vehicle insured for business purposes, and ability to drive SRT work vehicles.	✓	
Educated to degree level or equivalent in a relevant subject		✓



### General Notes

This post will be based from the home address of the appointed employee, with an expectation of regular travel throughout the Severn region and occasional travel to the Trust's offices in Martley and/or Welshpool. Therefore, a full, current UK driving license and daily access to a vehicle covered by business insurance is essential for this role. To reduce travel time and carbon footprint we would prefer candidates to live within, or near to, the catchment. Mileage costs will be reimbursed.

This position may occasionally be required to work during evenings, weekends and public holidays. The Trust operates a time-off in lieu system.

### Application process

For further information or to discuss this post please contact Joe Pimblett, CEO on [joe.pimblett@severnrivertrust.com](mailto:joe.pimblett@severnrivertrust.com)

07730 559 128

### Deadline for applications: Midnight, Sunday 15<sup>th</sup> January

To apply for this role please send a copy of your CV to [admin@severnrivertrust.com](mailto:admin@severnrivertrust.com) along with a two page Cover Letter. This should summarise how your skills and experiences will enable you to meet the role requirements of this position, as set out in the *Role Requirements* section of the job description. Please use the four sub-headings to organise your response.

Due to the high levels of applications usually received by the Trust for job vacancies we will only contact candidates who are invited to interview for the position.

**Thank you for your interest in the role with the Severn Rivers Trust.**