



Fluvial Geomorphologist Recruitment Application Pack

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Role Summary

Job Title	Fluvial Geomorphologist
Job Location	Home based, with frequent travel and site visits throughout the catchment
Contract	24 months, with a view to extension, subject to funding
Hours	Full time, 5 days per week (35 hours per week / 1 FTE)
Salary	£29,065
Holidays	28 days per year (in addition to bank and public holidays)
Reports to	Catchment Development Project Manager

Brief	<p>West Yorkshire is famous for its rich industrial legacy, which was built on our rivers and has shaped them into their current form. Today, we are left with catchments of fragmented, straightened, walled, and culverted water. At the Calder Rivers Trust, we are working to protect and recreate natural habitats and help West Yorkshire’s rivers get back to as healthy a state as possible—becoming an important natural asset in our landscapes and communities.</p> <p>We are looking for someone to join our expanding team to use existing and new evidence to identify river restoration opportunities and develop a pipeline of projects.</p> <p>We are a growing Trust, with big ambitions for our catchment. This new role is a key addition to our team, who focus on solving environmental problems with nature-based solutions. Working to support and advise colleagues, you will be conducting desk and field surveys, developing conceptual, outline, and detailed river restoration designs, and liaising with external partner/contractors to deliver projects. You will use our Citizen Scientists to gather data, and our landholder engagement specialists to uncover new opportunities with landholders. Your work will enable the delivery of river and riparian habitat improvements, fish passage, and natural flood management, supporting a more biodiverse and resilient Calder catchment.</p> <p>You will be a qualified Geomorphologist with a passion for catchment and river restoration. You will have a good understanding of river restoration techniques and the legislative drivers of the water environment.</p>
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What you'll be doing

- Carrying out river condition assessments and walkover surveys to gather information on rivers and streams in the Calder Catchment.
- Collaborating with other Calder Rivers Trust staff and members of the Calder Catchment Partnership to identify and prioritise river restoration projects.
- Conducting feasibility studies and producing outline designs for in-stream barrier removal/modification, floodplain reconnection, river re-meandering projects.
- Commissioning consultants and contractors to deliver river restoration projects.
- Working with Calder Rivers Trust volunteers to gather river and geomorphic data.
- Liaising with local authority, Environment Agency, and Yorkshire Water teams to shape regional river restoration plans.
- Staying up to date with the legislation, best practice, and funding opportunities for river restoration.

An example working week could involve a baseline river condition assessment survey, hydraulic modelling for a weir removal design, discussion of river restoration possibilities with a developer, preparation of an environmental permit, review of tender responses.

Where you'll be working

The Calder Rivers Trust is a charitable organisation focussed on protecting and improving rivers and waterways across the River Calder Catchment. We operate across Calderdale, Kirklees, and Wakefield local authority areas, working in partnership with the Environment Agency, Yorkshire Water, local government, landholders, charitable organisations, community interest groups, and businesses. The ~1000 km² Calder catchment hosts a range of landscapes and habitats, from SSSI Peatland and Moorland at the tops to the fragmented and culverted streams and rivers of our urban areas.

Who we are looking for

We are looking for a candidate with experience of identifying, designing, and delivering river restoration projects, such as in-channel barrier removal/modification, de-culverting, river re-meandering, and floodplain reconnection. You will have a sound understanding of fluvial geomorphology and appropriate river restoration techniques for urban and heavily modified waterbodies. We'd like you to have experience working collaboratively with consultants, contractors, and stakeholders.

You will have excellent communication skills and a down to earth approach towards working with people. You will be self-motivated, have the ability to manage competing deadlines, and deliver tasks to a high standard. You will have a creative approach to problem solving, basing decisions and recommendations on evidence. You will have a full UK driving licence and have access to a vehicle. Above all, you will be committed to our agenda as a Trust, what we stand for, and what we want to achieve.

Person Specification

Experience of

PS.01 Conducting desk and field surveys for river restoration opportunities and writing feasibility reports	Essential
PS.02 Designing and/or delivering river restoration projects	Essential
PS.03 Hydraulic and/or Geomorphic modelling for river restoration	Desirable
PS.04 Working within the Construction Design and Management Regulations 2015	Desirable

Knowledge and Understanding of

PS.05 Applied fluvial geomorphology of natural and modified waterbodies	Essential
PS.06 River restoration techniques for in-channel barriers, culverted reaches, and disconnected floodplains	Essential
PS.07 Water environment legislation, specifically Water Framework Directive and Biodiversity Net Gain	Desirable
PS.08 The Catchment Based Approach to watershed management	Desirable

Skills and Qualifications

PS.09 Excellent communication skills, with a track record of building and maintaining relationships with external partners	Essential
PS.10 Presenting environmental information to develop compelling evidence for change	Essential
PS.11 A relevant qualification/professional affiliation (e.g. CIWEM/BSG/RGS)	Desirable
PS.12 Excellent IT skills particularly with Microsoft Office and ESRI software	Desirable

Personal Qualities

PS.13 Good organisational skills/discipline and the ability to plan, track, deliver and evaluate work	Essential
PS.14 Ability to prioritise and deliver work to relevant standards and tight deadlines	Essential
PS.15 Ability to work under own initiative, and as part of a larger, cross-functional team	Essential
PS.16 Innovative and applies creative thought to develop new initiatives and problem solving	Essential

Standard Terms & Conditions

Salary:	£29,065 pro rata per annum Salaries are paid each month by bank transfer.
Hours:	The Trust operates a 35 hour working week (full time). Our core hours of business are 9am to 5pm, Monday to Friday. The role may sometimes require evening and weekend work.
Contract:	This position is initially available on a fixed term contract for 24 months.
Flexibility:	The Trust recognises the importance of a strong work-life balance and actively promotes this. The Trust, where possible, endeavours to meet the flexible working needs of its employees. A high degree of flexibility is provided to staff members in relation to hours and location of work. Part time work or job sharing may be considered.
Holidays:	28 days per year (in addition to bank and public holidays). (Pro rata for part time roles)
Pensions:	You may be eligible to be auto enrolled to the Rivers Trust Group Pension Plan with Royal London.
Notice Period:	Generally 6 weeks following satisfactory completion of a 6 month probationary period.
Place of Work:	Home office based, with travel across the catchment as required.
Business Travel:	Public transport is encouraged where possible. Business mileage is claimed through our expenses procedure.
Training:	A minimum training allowance of £1000/year is attached to this role. Further allowance will be assessed on a case-by-case basis.

Expected Recruitment Timeline

We aim to keep you informed throughout every step of your recruitment journey with us, and as much as possible we will commit to the timeline set out below:

1	Advert open for Applications	February 27 th
2	Closing Date for Applications	March 27th
3	Shortlisting Period Ends	March 29 th
4	Notification of Outcome to Applicants	March 29 th
5	Interviews	w/c April 3 rd
6	Notification of Outcome to Interviewees	w/c April 3 rd
7	Start Date Agreed with Appointee	w/c April 3 rd

Closing date

The closing date for applications for this role is **Monday March 27th at 23:59**

Interviews

Interviews will be held using video conferencing.

How to Apply

To apply please complete this [Application Form](#) by the **closing date**.

<https://forms.gle/WFUwxq3Bx3McEwgdA>

We look forward to receiving your application.

If you would like an informal conversation about this role, or if you would like more information please contact us at: recruitment@calderandcolneriverstrust.org and we will arrange a convenient time for a discussion.