

Job Description

Freshwater Scientist



Job Title:	Freshwater Scientist
Purpose:	To support monitoring of projects and activities, as well as catchment condition assessment, and investigate poor river condition to support project development.
Reports to:	Strategic Evidence and GIS Manager
Location:	Clitheroe
Hours:	37.5 hours per week
Salary:	£27,000 to £29,500 subject to experience
Contract:	Fixed term 2 years with expectation of permanence.

Ribble Rivers Trust (RRT) is an environmental conservation charity delivering catchment-wide activities that will improve, protect, and create a mosaic of habitats and land uses that will lead to a healthy riverine environment. Our work includes everything from peat restoration to hedgerow and woodland creation, to river “re-wiggling”, and sustainable agricultural practices – each with demonstrable improvements to habitats and species.

We have 5 teams with particular focuses (Data and Evidence, Land Management, People and Learning, River Conservation and Core Services), each full of passionate and dedicated individuals, with diverse skills and experience. The teams work closely together on collaborative and integrated projects that deliver multiple benefits.

At present, we’re working with a range of partners to deliver a wide range of projects and programmes across the Ribble catchment, providing a range of outcomes for people and wildlife. As part of these activities, the Trust is looking to recruit a technically competent, dynamic, and enthusiastic person to work within our Data and Evidence Team. The Freshwater Scientist will lead in undertaking fieldwork (from invertebrate and macrophyte surveys, to water chemistry, hydrology, habitat indices and soil sampling) and the associated data analysis and reporting, to aid in reporting on project outcomes and to help identify locations where future projects are needed and build a picture of catchment health (in both the shorter and longer term). The role is also expected to contribute to the development and design of projects and the associated ongoing monitoring. This will include projects at the leading edge of Natural Capital, Nature-Based Solutions, and payment for Ecosystem Services.

The Freshwater Scientist will also be involved with and help deliver training and knowledge-sharing events through our programme of events and activities and will provide support to our citizen science monitoring programme.

The role will work within a range of funding from various sources, from Countryside Stewardship (and the new agri-environment schemes), through to local and national funding from the Environment Agency, as well as water companies, corporates, and charitable grant-giving organisations.

The role requires an individual who is passionate about freshwater, with a clear understanding of the interaction between catchments and rivers. They should be a confident and clear communicator with experience in engaging and working with a range of stakeholders, and developing and delivering robust and pragmatic monitoring strategies that aid in reporting on successes and failures, to support on-going, continuous improvement of Trust activities.

The successful candidate should have experience in delivering freshwater monitoring and associated report writing, and developing monitoring and investigation strategies. It is desirable that they have experience in project delivery and working in diverse, integrated project teams.

The Freshwater Ecologist will have responsibility for undertaking investigation, monitoring, and evaluation studies from concept through to delivery and the duties will specifically include:

- To design project-specific investigation, monitoring, and evaluation studies
- Undertake fieldwork and reporting covering areas such as invertebrate communities, fish populations, soil samples, water chemistry, water flow rates, habitat indices, and macrophytes, responding to project/funding changes as required.
- Contribute to project development to embed monitoring and evaluation from the outset.
- Keep up to date with relevant research and evaluation techniques to aid in project/monitoring design.
- Work alongside other ecologists, including the Trust's Fisheries Scientist
- Contribute to the wider Data and Evidence Team's programme of activities.
- Provide support to the Trust's Citizen Scientists where needed.
- Analyse data from monitoring and investigative activities and communicate results in line with the project objectives.
- Producing summaries & reports detailing monitoring techniques, activities, and results, which are accessible to a wide audience.
- Communicating results and data to the wider team on an ongoing and as-required basis
- Contribute and assist in the production of publicity and marketing materials.
- Any other reasonable duties as required by RRT.

Some of the benefits of working for Ribble Rivers Trust

- The post holder will be based in a hybrid working environment, based a minimum of 3 days a week at RRT's offices in Clitheroe (Tuesday to Thursday), with the option to then work 2 days a week from home (Monday and Friday)
- The Trust operate core hours of 10:00 – 16:00, and remaining contracted hours can be undertaken flexibly, as well as a TOIL policy where extended working is required.
- Following the probationary period, we offer entry into our Stakeholder Pension Scheme
- 25 days annual leave (plus bank holidays), rising by 1 day for each years' service to a maximum of 30 days total.
- Opportunities for growth and learning through internal and external training, as well as opportunities to try different roles and responsibilities, supporting professional development.
- 45p per mile for work travel from place of work to site, claimed through expenses.
- Potential for relocation expenses for the right candidate
- Regular team away days, and social activities

Person Description

The successful candidate will be able to demonstrate that they are exceptionally self-motivated and passionate about the freshwater environment. They must also be a good communicator with skills in the planning, collection, and reporting of data to aid in evaluation of catchment improvement projects and monitoring of catchment health. The candidate will be a natural problem solver and able to make informed decisions independently where needed.

Essential

- Degree level or equivalent related experience in the environment (particularly freshwater) sector
- Significant knowledge and understanding of freshwater ecosystems.
- Knowledge and experience of a range of survey techniques, including freshwater invertebrate sampling, and the interpretation and presentation of results.
- Good knowledge of freshwater invertebrates and identification skills
- Knowledge and experience of catchment processes and how they interact.
- Experience of successful project monitoring, including producing reports
- Knowledge of, and experience in, ensuring compliance with various environmental consents and permits.
- Experience in translating scientific data into written and verbal formats that are easy to understand for a range of audiences.
- Ability to use GIS (preferably ArcGIS) for interpretation and presentation of data and evidence.
- Ability to work on the differing tasks identified in the Job Description at the same time.
- Excellent presentation skills and communication skills for a wide range of audiences
- Possessing good interpersonal skills, both face-to-face and over the phone
- Reliable, a strong work ethic and good attendance
- Ability to set performance objectives and ensure these are achieved.
- Valid driving license and own car, insured for business use.
- Excellent organisation / admin skills and attention to detail:
 - Good IT skills and proficient in Microsoft Office Software
 - Excellent record keeping and information management.
 - Keeping records of expenses incurred
 - Awareness of the need for confidentiality

Desirable

- Knowledge of the project area
- Experience of working in the non-profit sector