

Catchment Manager

Leven and Clow Beck Catchments

Full Time: Fixed term contract till end of March 2025. We anticipate an extension of funding for these roles upon successful delivery of some key milestones

£37,500 - £42,779 dependent on experience

About Tees Rivers Trust

Over 14 years, the Tees Rivers Trust have developed close working relations with farm businesses throughout the Tees. We aim to understand the needs of the business and integrate this with our environmental understanding to investigate and design cost beneficial measures that de-risk farms from and increase compliance with Farming Rules for Water whilst also making a saving for the farm. The added benefit of well-placed interventions is an improvement to water quality and aquatic biodiversity.

Objective of the job

The Tees Rivers Trust is committed to working at a catchment scale to bring about changes in land and water management that benefit businesses, communities and the wider ecological network of the Tees. Northumbrian Water (NW) has an ambition to support a collaborative approach to achieve overall WFD Good status and drive cross-sector working to improve the water environment. Working with TeRT's established network of engagement with environmental partners, farm businesses and communities, NW is seeking to develop opportunities and potential benefits to its business that can be realised through integrated catchment management. NW's focus for water quality improvements is the management of phosphorus.

A number of catchment areas have been identified as candidates for catchment solutions, in addition to, or instead of, end-of-pipe phosphorus removal schemes at sewage treatment works. Work is starting now in these catchment areas to gather monitoring data and evidence and engage with farmers, land owners, catchment partners and other stakeholders in order to develop integrated catchment plans which will set out interventions and actions for partners which can be co-funded and supported by green investment. This programme of activity will be led by the North East Catchments Hub. The purpose of this role, which will be employed by Tees Rivers Trust, but funded through a combination of NW investment and EA funds, is to work within the hub programme to manage partnership activity at catchment level, and to take a strategic approach to integrate partner objectives and provide the framework to support development of NW's catchment solutions for phosphorus schemes for early AMP8 delivery. This role will focus initially on the Leven and Clow Beck catchments.

Reporting arrangements

This post is funded by Northumbrian Water through the North East Catchments Hub. The post holder will be employed by the Tees Rivers Trust to support the hub. You will have the benefit of working in the catchment embedded in this local organisation, but will work within the hub programme and work alongside a team of agricultural advisors, also working in other catchments (Wear and Northumberland) and be supported by a regional coordinator also employed by the hub.

Key tasks

- Leading engagement with existing and new partners and stakeholders to drive forwards integrated catchment management, developing and managing this through a catchment engagement plan
- Driving strategic activity within catchment planning, scoping and assessing existing catchment activity and funding opportunities and allowing join up of stakeholders and their individual plans, ambitions and investment
- Taking responsibility for an integrated delivery plan for each catchment, including identifying co-funding and supporting opportunities to bring in green investment
- Undertaking spatial mapping and analysis through GIS to support integrated catchment management
- Supporting development and delivery of catchment monitoring and evidence plans as appropriate
- Using available evidence sources and information to inform the catchment evidence base and possible interventions, working with and engaging experts where required, and communicating this to others
- Directing agricultural advice activity and using catchment needs and evidence to help Agricultural Advisors prioritise farm visits and the development of farm plans, and supporting development of a regional approach
- Leading the identification and development of catchment improvements and interventions for phosphorus, working with Agricultural Advisors and other environmental partners, to identify, design and agree both catchment and on-farm measures, commissioning external expertise where required
- Identifying capacity or capability constraints in the catchments and working with the wider NECH team and C&NBS Technical Advisory Group to help address these
- Working with TeRT Natural Environment Investment Readiness Fund project and seeking opportunities to leverage other funding, identifying opportunities to attract investment to co-deliver through co-funding and green investment
- Working collaboratively with other NECH roles operating across the programme, including the Skerne and Browney Integrated Catchment Delivery Manager employed by Durham Wildlife Trust, and supporting NECH activity more widely within the region
- Participate in relevant partner activities where these are complimentary to the core programme, assist in the development of water environment focussed projects in target areas and participate in Catchment Partnership activity appropriate to the catchments being targeted

Core skills

- Experience of managing collaborative working with partners and stakeholders
- Sound understanding of emerging green finance markets and associated DEFRA BNG Metric.
- Management of the delivery of environmental and/or catchment improvement activities and programmes
- Able and confident approach to engaging and communicating very effectively with a wide audience using a variety of means including public meetings, social media and local press.
- Extensive GIS experience in mapping and spatial analysis
- Excellent understanding of the different drivers and needs of different catchment partners and other stakeholders.

Candidate suitability

We are a welcoming and supportive organisation, and are keen to receive applications from all groups, communities, and personal circumstances.

This is a full-time role based in the Tees catchment area with regular travel around the Leven, Skerne and Clow Beck catchments. We support flexible working patterns and operate a time off in lieu system. You will enjoy in-person, farm visits, sometimes in remote locations and be comfortable in lone working situations. This post is suited to someone who is able to communicate technical information in a straightforward and accessible manner to a broad range of participants. You will be able to inspire and enable partners and stakeholders to take an active part in assessing and improving their water environment. You will be able to negotiate effectively with farmers and landowners, and provide tactful and effective support to engage and meet programme targets. You will have good time management, organisational skills and the ability to prioritise a varied workload. You will be a positive and energetic team player, able to influence the North East Catchments Hub project on behalf of Tees Rivers Trust, with an ability to work at pace and a willingness to innovate and adapt to deliver most impact for farmers and best impact for the environment.

Some weekend, Bank Holiday and evening working will be required.

The post-holder will be expected to conform to Tees Rivers Trust policy, practices and professional standards in line with national and legal expectations and requirements.

Catchment Manager

Salary:	37,500 - £42,779 per annum + pension contribution (<i>see below</i>). Cost of living awards are normally awarded annually with effect from 1 April subject to the employer's ability to pay.
Hours:	40 Hours per week. Full time. The nature of the post's duties may from time-to-time require evening and weekend work. Paid overtime is not available, but time off in lieu of hours worked will be given, if requested.
Pre employment checks:	The post does not require a DBS check. The successful applicant will need to provide proof of right to work in the UK
Probationary period:	All Trust appointments are subject to the satisfactory completion of a probationary service of six months.
Contract	Initially a fixed term contract available from October 2023-March 2025 with the possibility of an extension dependent on the success of the North East Catchments Hub and the Tees Rivers Trust agricultural advice delivery
Holidays:	A full-time member of staff has 25 working days per annum in addition to 8 normal public holidays. An additional day is added for each 5 year's service up to a maximum total of 28 days holiday
Pension:	After three months the employee will be eligible to join the Trust's group personal pension scheme and if they pay a minimum of 3% of salary the Trust will contribute 9% of salary to this scheme.
Notice Period:	During your probationary period, the period of notice for termination of your employment will be one week on either side. After successful completion of your probationary period the minimum period of notice is two months on either side.
Place of Work:	The post will be based at Tees Rivers Trust, Clocktower Lodge, South Park, Darlington. DL1 5TG. Significant travel around the target catchments is required, with some travel within the region as required by the North East Catchments Hub
Home working	Home working is available. IT kit will be provided.
Travel:	The use of your own vehicle will be necessary. You are required to have insurance to cover business use and a mileage allowance of 45p per mile will be payable for such journeys. If you use a pedal cycle you may claim a mileage allowance of 20p per mile.
Training:	The Trust is fully committed to personal development and training through its annual review and progress meetings.
Relocation:	Some relocation costs may be available for the successful candidate
Closing date:	1st December 2023
Interview dates:	Likely W/C 11th December 2023