



## JOB DESCRIPTION

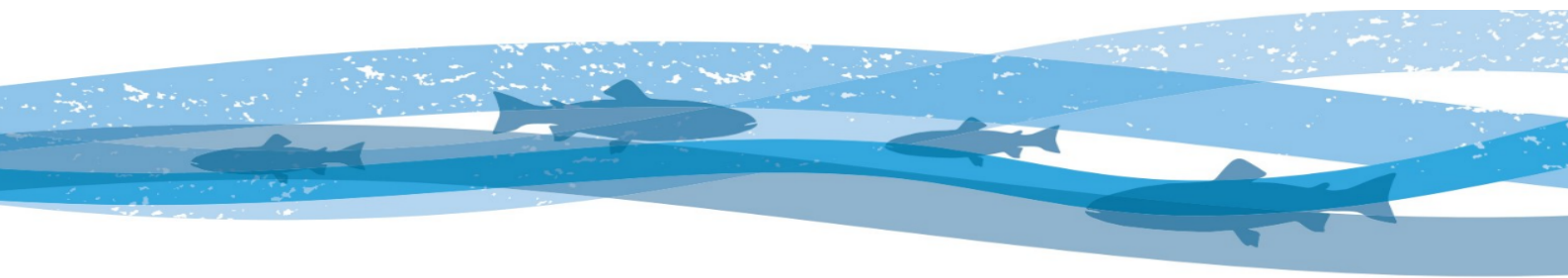
<b>Job Title:</b>	<b>Head of Technical</b>
<b>Salary:</b>	<b>£43,702 (Scale 5)</b>
<b>Responsible to:</b>	<b>Executive Director</b>
<b>Operational Area:</b>	<b>Witham &amp; Welland Catchments (priority area Welland Catchment)</b>
<b>Location:</b>	<b>Based at home with travel</b>
<b>Start Date:</b>	<b>To be determined</b>

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### Overview

This is an exciting period of transformation for the Welland, with a robust program of collaborative initiatives taking shape right across the Upper Welland region. The successful candidate for this role will be at the helm, leading this vital undertaking and ensuring the delivery of existing commitments that directly address the key priorities within the Welland valley. This leadership role offers a unique opportunity to work with key partners to shape the future of the Welland and make a tangible impact on the local environment and community. The role of Head of Technical encompasses the following:

- Develop and lead on a programme of restoration and engagement projects with partners and stakeholders for the Welland catchment.
- Develop and manage ongoing relationships with partners and stakeholders to ensure positive engagement in order to develop and apply for donor bids.
- Deliver or manage staff to deliver projects being responsible for CDM, budget management, reporting and evaluation.
- Advise on geomorphological and river restoration technical issues across the Trust.
- Organise partnership and engagement meetings such as project updates, steering committee meetings, as well as external stakeholder and community workshops and events.
- Manage staff to build skills and knowledge and promote both professional and personal growth and support them to assist with project development and delivery.
- Contribute to the running of EMRT's operations as a member of the Senior Management Team.
- Monitor key performance indicators (KPIs) to assess performance, identify areas for improvement.





## Person Specification

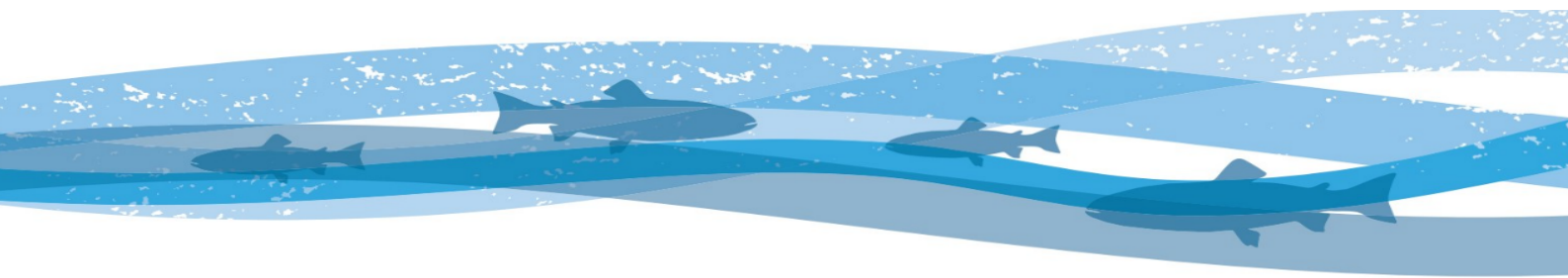
The successful candidate will be able to demonstrate that they are exceptionally self-motivated, capable of structuring and organising their own work load to meet deadlines, and are passionate about restoring rivers and working in catchment management. They must be an excellent communicator with a strong background in fundraising and programme delivery.

A working knowledge of the Witham and Welland Catchments and the functioning of river catchments is also beneficial. The role will involve regular travel across the catchments for site visits and meetings.

## Essential Skills & Knowledge

1. Degree level or equivalent in geomorphology or related discipline.
2. At least 5 years' relevant experience working within river conservation, including partnership working, community engagement and project delivery.
3. Demonstrable significant experience in fundraising and programme management and delivery of capital projects, ensuring that the projects are delivered in line with statutory, partner and donor expectations.
4. Technical knowledge and experience of a range of catchment processes and how they interact.
5. Understanding of the Catchment Based Approach to water management and experience of its practical application.
6. Experience of working in partnership with others, including statutory bodies.
7. Good problem-solving skills and a pragmatic approach to conservation.
8. Diplomacy, good at dealing with a variety of people, as a manager, team worker and in dealing with external partners, landowners, volunteers and the general public.
9. Excellent presentation skills and communication skills for a wide range of audiences and being able to clearly convey values and listen to partners' needs.
10. Possessing good interpersonal skills, including clear and persuasive communication: written and verbal.
11. Ability to multi task and prioritise workload.
12. Excellent organisational skills
13. Good IT skills and competent with Microsoft Office.
14. Valid driving licence and own car, insured for business use.

This post is subject to an enhanced Check by the Disclosure and Barring Service.





### **Desirable Skills & Knowledge:**

- Experience of working in the environmental charitable sector
- Training and experience in the use of GIS
- Experience of being part of a management team
- Leadership/line management experience
- Knowledge of the Welland and/or Witham catchment

### **Terms & Conditions**

**Duration:** This is a permanent appointment subject to satisfactory completion of 3-month probation period.

**Hours:** Full-time preferred but flexible working arrangements to accommodate work-life balance are available. Full-time is 35 hours per week. There will occasionally be evening and weekend working for which time off in lieu is given.

**Location:** This role includes home working combined with team working at external offices and site-based activity.

**Benefits:** 33 days annual holiday entitlement pro rata, includes allowances for Bank Holidays. Employer pension contribution is 9% gross pay.

### **About East Mercia Rivers Trust**

EMRT (formerly Lincolnshire Rivers Trust following a merger with Welland Rivers Trust) is a registered charity formed in 2013. Our mission is to bring rivers back to life for nature and communities. EMRT operates an EDI policy and therefore welcomes applications from all sections of the community. <https://eastmercia.org>

