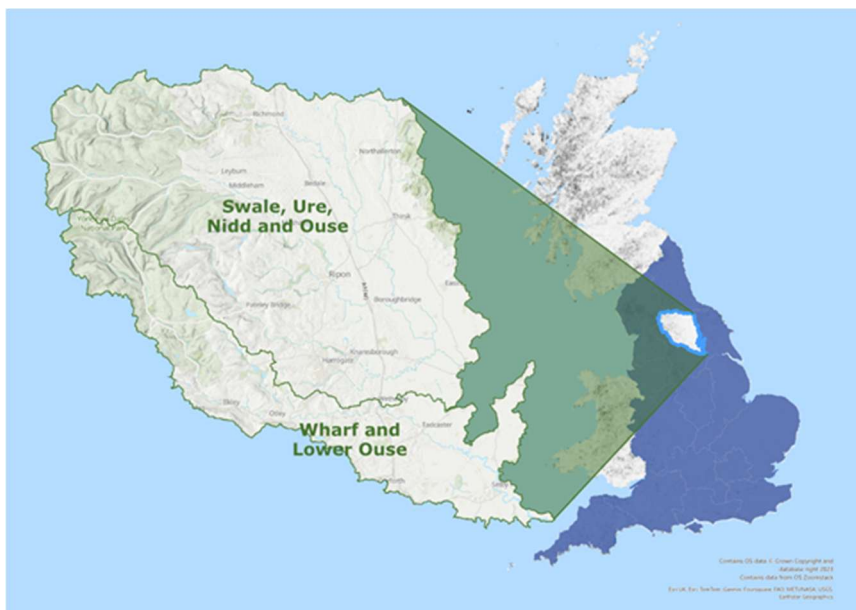


Job Overview

Job title:	Project Manager – River Enhancement (Fish Passage)
Location:	Hybrid working - working throughout the Yorkshire Dales and surrounding area as part of a small, dispersed team.
Accountable to:	CEO
Salary:	£38,563- £42,262
Hours:	37.5 hours per week (part time working will be considered)
Term:	18 months initially with potential for extension
Transport:	You will be required to provide a car but will be reimbursed for business-related mileage (currently 45 pence per mile) within the catchment.
Employment subject to :	Satisfactory references and four-month probationary period.

Background

Yorkshire Dales Rivers Trust (YDRT) is dedicated to the conservation and restoration of rivers and their catchments within the YDRT catchment area. We work collaboratively with local communities and action groups, national parks, and various environmental organisations to deliver impactful projects that restore our rivers, enhance biodiversity, improve water quality, and increase resilience to climate change.



YDRT Catchment Area

Project Manager – River Restoration

Role Description

We're offering an exciting opportunity to join our team as a Project Manager, where you'll play a pivotal role in restoring Yorkshire's rivers by removing barriers to fish passage.

The ideal candidate will be passionate about the water environment and bring practical experience in river restoration, particularly in the removal of fish passage barriers and contractor management.

You'll be working within the Great Yorkshire Rivers partnership, a collaborative initiative between Yorkshire Water, the Environment Agency, and The Rivers Trust. The partnership's vision is:

"By 2043, this leading and innovative partnership will have addressed all artificial barriers negatively impacting fish populations in Yorkshire, allowing recovery of our native fish species and helping rivers and their communities to thrive."

Yorkshire Water has committed £7.3 million to addressing barriers across the region between 2025 and 2030.

During the first few months you will develop a strategy for removing barriers in our catchments, prioritising weirs and other barriers for removal or modification, conducting walkovers to ground truth priority areas, as well as identifying and delivering any 'quick wins'

As the project progresses, you will be optioneering and designing barrier removal or mitigation measures and securing funding for their delivery.

Partnership working is a fundamental part of working at YDRT; the Project Manager will collaborate closely with a range of organisations including the Environment Agency (EA), Yorkshire Water, landowners, Yorkshire Dales National Parks Authority and Nidderdale National Landscapes.

The candidate will be comfortable talking to a range of people which may include farmers and other landowners, specialist groups, volunteers, governmental organisations and other environmental practitioners and will be able to explain complex technical data to non-practitioners.

The Project Manager will manage all aspects of their projects, ensuring they are delivered on time and to budget.

The Project Manager will also promote the project through the Trust's website, social media, and newspaper articles, working closely with YDRT's Communications & Marketing Officer.

The role will involve hybrid working, mainly from home, when not on site, as well as hot-desking at the Trust's office in Pateley Bridge.

The post holder will be flexible, with the occasional evening and weekend working. The post-holder will work well both alone and as part of a team of paid staff and volunteers.

While the initial contract for this role is for 18 months, there is potential for the position to be extended beyond this period. This extension would provide the successful candidate with the opportunity to utilise their skills to develop and implement solutions to tackle barriers to fish passage.

Job Specification

Main objectives
Lead efforts to restore river ecosystems by removing barriers to fish passage and support the long-term vision of the "Great Yorkshire Rivers" partnership.
Develop and implement a strategic approach to barrier removal across the Swale, Ure, Nidd, Ouse and Wharfe catchments.
Secure funding and deliver practical barrier removal and mitigation projects aligned with environmental goals.
Ensure strong working relationships with key partners and stakeholders.
Collaborate with project partners to ensure project objectives are met.
Work with others to develop the role and opportunities beyond the immediate project.
Key responsibilities
Assume full responsibility for barrier removal and mitigation projects, working with other YDRT staff as required and with external partners and sub-contractors to ensure objectives are delivered on time and in budget.
Management of budget, health and safety, risk assessments, contractors and procurement and internal and external communications.
Regular updates to the Senior Management Team and Great Yorkshire Rivers (GYR) Partnership regarding project progress including intervention prioritisation, design and delivery and landowner and stakeholder engagement activities.
Represent YDRT at GYR Partnership Steering Group meetings and sit on the Technical Working Group.
Carry out site visits to assess barriers, coordinate with relevant stakeholders and carry out appropriate risk assessments in advance.
Identify feasible options to ameliorate barriers to fish passage and develop designs for preferred options.

Work closely with key project partners at the Environment Agency, Nidderdale National Landscapes, Yorkshire Dales National Park Authority as well as specialist contractors to prioritise and develop the solutions.
Work with stakeholders to identify and manage constraints including the Environment Agency, Natural England, Local Councils, and Historic England.
Management of external sub-contractors and partners within the context of achieving the project outcomes.
Identify and secure all necessary permissions and licences for all elements of work required to deliver the works.
Manage tendering and procurement of consultants and contractors for delivery phase.
Develop and deliver a monitoring plan to assess the efficacy/success of any interventions.
Collation of clear and concise written reports documenting project design phase and delivery phase.
Obtain additional funding as appropriate to extend the scope of the project.
Carry out other duties and tasks from time to time for the efficient operation of the Trust.
Promote the work of YDRT and partners in the course of day-to-day activities and at events, presenting a positive and welcoming image of the Trust to everyone.
Act as an ambassador for the Trust's projects and wider work.

This job description and specification cannot cover every issue or task that may arise. The successful candidate may be expected to carry out other duties which are consistent with the aims and objectives of the post.

Job-holder Competency Profile

Category	Competency	Requirement
Qualifications & Experience	A degree in a relevant discipline or equivalent relevant experience	Essential
	Current driving licence and vehicle which is insured for work purposes	Essential
	Experience in developing and delivering river restoration and habitat projects, particularly fish passage projects	Essential
	Experience of carrying out electrofishing surveys	Desirable
	Experience of carrying out fish passability assessments of barriers to fish passage	Essential
	Experience of working with a diverse range of people	Essential
	Experience in managing a budget	Desirable
	Experience submitting and assessing tenders	Essential
	Experience of working with contractors and consultants	Essential
	CDM experience	Essential
	Experience of working with landowners	Essential
	Proven track record of delivering multi-faceted practical projects to a high standard	Essential
	Experience delivering projects on time, on budget and in line with agreed outputs and outcomes	Essential
	Experience developing project proposals and funding applications	Desirable
Knowledge	A good knowledge of river ecosystems and geomorphology	Essential
	Understanding of the various types of barriers to fish passage	Essential
	Understanding of the options available for removing or mitigating the impact of barriers to fish passage.	Essential
	Familiarity with the planning process and requirements	Desirable
	Understanding of Health and Safety Management and CDM	Essential
	Knowledge of the Water Framework Directive	Desirable
	Knowledge of fish behaviour, aquatic biology and the impacts of barriers	Desirable

	Understanding and use of Geographic Information Systems (GIS) for data and mapping	Desirable
	Expertise in problem solving in the field between conflicting priorities	Essential
	Confident in partnership working, e.g. with businesses, statutory agencies and voluntary organisations	Essential
Skills	Ability to use Windows/Microsoft Office-based computing skills including Word, Excel, Power Point and Email	Essential
	Any additional related skills such as use of design software, CAD, surveying, expertise in fisheries etc would be welcomed and provide an advantage	Desirable
	Ability to communicate effectively, with integrity, tact and diplomacy, both verbally and in writing, to a wide range of stakeholders.	Essential
	Excellent administrative and organisational skills	Essential
	Ability to communicate using websites and social media	Desirable
	Possess good time management, organisational skills with the ability to prioritise a varied workload	Essential
	Ability to build trust and respect with partners and land managers	Essential
	Tactful and sensitive to stakeholder needs with ability to motivate and influence	Essential
	Ability to work unsupervised with the initiative and drive to generate and manage own workload	Essential
	Good team player	Essential
Personal attributes	Pro-active and insightful, knowing when to seek help and solve problems at an early stage	Essential
	Resourceful and creative, with a proven ability to problem solve	Essential
	Ability to communicate with a variety of different people	Essential
	Capacity and aptitude to work flexibly, with occasional evening and weekend working	Essential
	Ability to lead and inspire others	Desirable

Terms and conditions

The following terms and conditions are typically offered to Yorkshire Dales Rivers Trust staff and are set out as a guide only. Terms and conditions may vary according to circumstances and this summary does not form part of any subsequent employment contract.

Salary:	£38,563 - £42,262 Full time hours of work are typically 37.5 hours per week.
Probationary period:	4 months. During the probationary period, the contract may be terminated with one week's notice.
Annual leave:	25 days annual leave, plus bank holidays.
Pension:	Contributory pension. The Trust contributes 9% salary.
Location:	The Trust has an office in Pateley Bridge. The successful candidate will have a hot desk available in the office but is not expected to work from the office every day.

To apply:

If you wish to apply, please send a CV (no more than two sides of A4) and covering letter (no more than two sides of A4), outlining how you meet the requirements of the person specification and job description by email to marie.taylor@ydrd.co.uk.

Applications must be received no later than **9am Monday 29th September**.

Successful applicants will be invited to **interview in person on Monday 6th October**. More information will be provided if short-listed.

If you would like more information on the role before submitting an application, you may contact Marie Taylor.

The Yorkshire Dales Rivers Trust

The Yorkshire Dales Rivers Trust is a registered charity covering the Swale, Ure, Nidd, Ouse and Wharfe catchment areas with a mission to:

- Protect and enhance river environments and inspire others to contribute;
- Provide opportunities for people to learn about and enjoy rivers;
- Encourage partnership and collaborative working at a catchment scale.

The Trust undertakes a wide range of practical projects to improve the water quality and habitat of rivers and streams and to inspire other people to care about them. This includes working with farmers, landowners and communities to reduce water pollution, improve river habitat, address barriers to fish migration, and reduce the risk of damage from flooding. Volunteers have always been an essential component of the Trust, assisting with practical conservation work, monitoring and events.

The Yorkshire Dales Rivers Trust also hosts a catchment partnership, the Dales to Vale River Network, as part of the 'Catchment based approach' initiative, which act to facilitate collaborative working and coordinate partnership activities across the catchment.

The Trust evolved from a group of committed volunteers and is now overseen by a board of volunteer trustees. The Trust currently employs nine members of staff who are home-based with occasional use of office space at Pateley Bridge. The working culture of the Trust encourages a professional, committed and independent approach.

More information about the Trust can found on our website:

<https://www.ydrt.org.uk/>