



## **Senior Project Officer – Urban Water Quality**

**Location:** Hybrid working with one day per week at our offices in Parham (RH20), home working and on-site, initially focused on the Worthing area.

**Responsible For:** Developing understanding and increasing awareness of the impact of Industrial Areas as a source and pathway for chemical contaminants, such as PFAS, and bacterial pollution entering the groundwater system.

**DBS:** We may require you to undertake a DBS or other relevant checks.

**Interview Dates:** w/c 27<sup>th</sup> October 2025

## **The Role**

The role is focused on the development and delivery of a water quality protection programme for the Northbrook water supply boreholes in Worthing. The role will deliver a partnership project between the Ouse & Adur Rivers Trust and Southern Water, that explores and tests methods that improve water quality at the Northbrook boreholes by influencing pollution sources in the surrounding urban industrial area. Of note are bacterial and emerging contaminants such as PFAS. Wider environmental outcomes will also need to be considered, such as improved water quality in the Teville Stream catchment.

The role will require engagement with key decision makers and stakeholders across the urban and industrial sectors, building long-term relationships and understanding the current mechanisms and constraints to mitigating pollutants entering the watercourses.

Working as part of the Evidence & Engagement Team, you'll develop an understanding of sources and pathways of pollution leading to the creation and delivery of an awareness campaign for all relevant stakeholders, including physical signage and information within the industrial area such as a yellow fish style campaign. The role will also explore opportunities and constraints to the delivery of physical mitigation methods that are relevant to operations in the urban and industrial areas around the boreholes.

## **Key Responsibilities**

### **Scoping Study**

- Undertake a desktop study to collate previous work on water quality and water quality awareness raising in the immediate area and across the Teville Stream catchment. This will also collate best practice guidelines for urban and industrial water quality pollution prevention relevant to the scale of local development and industry.

## Awareness Campaign

- Creation of a specification for the design and implementation of a high quality and impactful awareness campaign to include methodological approaches, any licencing requirements, and where relevant supplier/resource requirements.
- Work with the project team and external consultants to enable the project to monitor behaviour change across targeted stakeholder groups
- Once agreed, deliver the campaign across the focus area for the project.

## Pollution Mitigation Actions

- Working with key stakeholders and project partners to understand the sources and pathways for pollutants, identify potential options and produce a draft action plan for mitigation measures across the industrial/urban area.
- Develop the draft action plan to a final project scope that includes opportunities for delivering mitigation measures which includes small capital schemes incorporating nature based solutions, awareness campaigns and feedback systems.
- Assess the opportunities and constraints to expanding the knowledge and learning from the project to other locations across the Adur & Ouse Catchment.

## Leadership, administration and organisational development

- Maintain accurate records and oversee reporting, claims, budgeting and administration related to the project.
- Act as a critical link with the Southern Water Team.
- Contribute to the strategic development and growth of the Trust, supporting delivery of its vision, mission and values.
- Contribute to the Trust's communications and public engagement through blogs, social media, presentations and events.
- Carry out other duties as reasonably required by the role.
- Line manage, support and mentor junior team members, contributing to their development and fostering a positive team culture.

## Person Specification

Requirements	Essential	Desirable
<b>Qualifications, Training &amp; Experience</b>		
A relevant degree and post-graduate qualification or significant experience in a relevant area: aquatic science, water quality, hydrology, environmental science, natural resource management or similar	X	
Experience of developing projects specifically focused on water quality	X	
Practical, problem solving and independent mind-set	X	
Experienced in collating and summarising datasets in an engaging way for external/non-technical audiences	X	
Experience of managing projects to time and on budget	X	

Experience of report writing and presenting results to a wide audience	X	
<b>Knowledge &amp; Understanding</b>		
A good level of understanding of water quality issues relating to urban areas, with particular reference to industrial practices	X	
Knowledge and understanding of nature-based solutions for water quality improvements	X	
An understanding of PFAS chemicals and their impact on the water environment, preferably relating to groundwater		X
<b>Skills &amp; Personal Attributes</b>		
Excellent communication skills, both verbal and written	X	
Organised with the ability to work independently and as part of a team.	X	
A positive “can do” attitude	X	
Willingness to learn and think “outside the box”	X	
Ability to communicate with a range of audiences across a wide range of knowledge bases with a view to inspiring positive behaviour change	X	
Strong IT skills		X
Ability to inspire colleagues and partners	X	
<b>Miscellaneous</b>		
Full driving license and access to own vehicle for work purposes	X	
Ability to work occasional evenings and weekends		X
Suitable, safe home working environment		X
Understanding of health and safety risks and mitigating actions.	X	

## Terms of Service

**Salary:** £33,130 - £38,873 commensurate with experience

**Hours of Work:** Full Time 37.5 hrs per/week

**Annual Leave:** 25 days annual leave plus bank holidays

**Pension:** OART operates a contributory pension scheme and will pay 5% of salary subject to 3% employee contribution

**Member of:** Evidence & Engagement Team

**Right to Work in the UK:** All applicants must have the right to work in the UK, we do not sponsor applicants from overseas.

## Application Process

The Ouse & Adur Rivers Trust believes in equality of opportunity and positively encourage applications from suitably qualified candidates regardless of age, sex, race, disability, sexual orientation, gender reassignment, religion or belief, marital/civil partnership status, or pregnancy and maternity. We strive to better reflect society and the communities who use, need, and enjoy our rivers. We will consider requests for flexible working and all applications will be judged solely on merit.

Please email your CV and a covering letter to [peter.king@oart.org.uk](mailto:peter.king@oart.org.uk) by midday on Wednesday 15 October 2025.