



## Tees Estuary Nursery Technical Lead

**Salary:** £35,000 – £37,500

**Location:** Hartlepool

### Job Description

#### About the Role

The Tees Rivers Trust is delivering an exciting programme of work to restore vital habitats and reintroduce native estuarine species across the Tees Estuary. We are seeking a **Nursery Technical Lead** to help drive this pioneering initiative forward.

Based at our nursery site in Hartlepool, you will play a central role in managing and expanding the Trust's recirculatory aquaculture systems and supporting the husbandry of key species such as native oysters and seagrass. This is a highly practical, hands-on position suited to someone who enjoys being outdoors, thrives in small teams, and has a natural flair for technical problem-solving.

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#### Key Purpose of the Role

To lead the day-to-day operation of the estuary nursery, ensuring high-quality husbandry, efficient technical management, and safe, compliant site operations that support the restoration of the Tees Estuary's natural ecosystems.

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#### Main Responsibilities

##### Operational Leadership

- Lead the daily running of nursery systems for seagrass, native oysters, and other estuarine species.
- Oversee construction, maintenance, and operation of the recirculatory aquaculture system.
- Manage site access, compliance processes, technical maintenance schedules, and all on-site safety requirements.
- Act as the Designated Health & Safety Officer, ensuring continuous compliance and promoting a positive safety culture.

## Technical & Practical Duties

- Troubleshoot and maintain nursery production systems, pumps, filters, and plumbing components.
- Carry out all aspects of seagrass husbandry including preparation, growing, harvesting, and ongoing care.
- Conduct regular inspections, routine maintenance, and system checks to ensure optimal performance.

## Project Support

- Support the Project Manager in planning, reporting, and contractor management.
- Maintain working relationships with permitting bodies, licensing authorities, and external stakeholders.
- Work to agreed timelines and budgets, ensuring the project's objectives are met efficiently and effectively.

## Compliance & Standards

- Ensure all work adheres to the Trust's policies on Equality, Non-Discrimination, Safeguarding, Environment, and Health & Safety.
- Contribute to a culture of high standards, innovation, and practical, solution-focused thinking.

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## Experience & Knowledge

### Essential

We're looking for someone who brings solid, hands-on experience and a practical understanding of what it takes to deliver high-quality marine conservation work. You should have:

- **At least five years' experience** delivering marine conservation or research projects, ideally within a small, close-knit team.
- **Strong practical competence** in installing, operating, and maintaining pumps, filters, and basic plumbing systems—confidence and problem-solving ability in these areas are key.
- **A good working knowledge of Health & Safety legislation**, and how to apply it effectively in day-to-day operations.
- **The right to work in the UK** (proof will be required before interview).

### Desirable

- Experience navigating **permits, licences, and consents** for environmental or marine works.

- Previous work within **protected or designated sites**, and an understanding of the sensitivities involved.
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## Communication Skills

### Essential

- Strong **interpersonal skills**, with the ability to engage confidently and respectfully with colleagues, partners, and stakeholders from a variety of backgrounds.
- Proven ability to **build and maintain effective working relationships**, both within the Trust and with external organisations.

### Desirable

- Ability to produce clear, accurate **technical reports**, and present findings in a professional and engaging way.
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## Self-Management

### Essential

- The ability to work independently, recognising and resolving routine system issues with confidence.
  - A pragmatic, solutions-focused approach to everyday challenges.
  - Excellent organisational skills and the motivation to drive work forward with minimal supervision.
  - The ability to work under pressure, **manage tight deadlines**, and prioritise effectively.
  - A willingness to work hard in a **physically demanding, hands-on environment**.
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## Personal Attributes

### Essential

- A genuine passion for **conservation and ecology**, and a desire to contribute to meaningful environmental restoration.
- Enthusiasm for working outdoors in all weather—sun, rain, and everything in between.
- A flexible, adaptable mindset with a talent for finding **creative, practical solutions**.
- A **full driving licence** and access to a vehicle for work purposes.
- Comfort with **lone working** when required.
- Willingness to work occasional **evenings or weekends** to support project needs.

