

The image shows two individuals wearing high-visibility yellow safety vests working in a dense thicket of green vegetation. One person is on the left, leaning over and examining the plants. The other is on the right, standing and looking towards the center. The background is filled with various green plants and trees, suggesting a natural, wooded environment. The text 'Role Opportunity: Catchment Conservation Worker' is overlaid in white, with 'Role Opportunity:' underlined.

Role Opportunity:  
**Catchment  
Conservation Worker**



**Ribble  
Rivers**  
TRUST

# WHO WE ARE

**Ribble Rivers Trust (RRT)** is a regional charity established in 1998 to conserve the Ribble Catchment, particularly its rivers, brooks, becks, and streams. Over the last 10 years, RRT has developed and grown into a sector-leading organisation, known for getting things done, strong partnership working and a collaborative approach.

Rivers are the heart of the natural world, and the heart of everything that we do. For over two decades our dedicated team has been using its vast knowledge of the local area, and the natural world, to improve our catchment containing over 3,000 miles of watercourses across Lancashire and North Yorkshire.

We are a group of over 30 dedicated and passionate people, working across 5 five teams focusing on **Data and Evidence, Land Management, People and Learning, River Conservation and Core Services**. Every team member is empowered to achieve their best.

Our teams work together on projects to improve, protect and create a mosaic of habitats and land uses that will lead to a healthy river environment. This is underpinned by a science-driven approach that helps us to focus on areas that have the greatest issues and could benefit the most from our efforts.

# OUR APPROACH

Our approach to river conservation can be summarised as four inter-connected themes: water quality, water quantity, habitat quality, and habitat connectivity. These themes are interlinking and provide the foundation of a healthy river system and well-functioning ecosystems.



## WATER QUALITY

Water quality is extremely complex. To put it simply, we focus on creating and sustaining clean, stable, and unpolluted rivers.

## WATER QUANTITY

Water quantity refers to a sufficiency of water flowing naturally, without extremes of damaging flooding or drought.

## HABITAT QUALITY

Connected habitats are stronger and more resilient. Wildlife can move freely to meet their needs at different stages of their lifecycle.

## HABITAT CONNECTIVITY

Quality habitats have variety and abundant wildlife. They are free from pollution, protected from issues, and functioning naturally.

# OUR APPROACH

Each of these activities has a straightforward link to river conservation, but also to each other. Our farm advice team often finds leads for our woodland creation team, who might ask our data, evidence, and monitoring team to survey the area before we commence project development.

Focussing on these activities enables us to ensure all the work we undertake serves a purpose and contributes to our goal of healthy rivers. Plus, we know that all our projects are necessary and relevant to our aim of protecting the Ribble catchment for wildlife and people.

As a data and evidence led organisation, everything we do is backed up by science. From identifying opportunities, to collecting evidence, to showing the project is needed, to monitoring success, data and evidence is the thread that runs through all our river conservation projects.

From the very start to the very end. You might be wondering why we use so much data and evidence, and there are many reasons, but it all boils down to the fact that data and evidence makes sure that we deliver the maximum benefit for wildlife and people, every time.



# WHAT WE OFFER

## **Hybrid Working Environment**

3 days a week at RRT's offices (Tuesday - Thursday), with the option to work 2 days a week from home (Monday and Friday) subject to operational requirements

## **Core Hours**

We operate core hours of 10:00 - 16:00, and remaining contracted hours can be undertaken flexibly, as well as a TOIL policy if extended working is required.

## **Early Finish Fridays**

Where additional hours are worked in the week, those hours can be taken as an early finish on a Friday (up to half a day)

## **Stakeholder Pension Scheme**

Following a probationary period, we offer entry into our Stakeholder Pension Scheme, with increasing employer contributions for increasing years of service

## **Annual Leave**

25 days of annual leave (plus bank holidays), rising by 1 day for each year's service to a maximum of 30 days total

## **Professional Development**

Opportunities for growth and learning through internal and external training

## **Travel Expenses**

45p per mile for work travel from place of work to site

## **Regular team away days and social activities**

# WHAT WE NEED

Delivering improvements is the Trust's core focus, whether that's woodlands, wetlands or re-meandering rivers – we pride ourselves on “getting things done”. Having just completed the busiest year of project delivery in our history, our ambition and expectations are that we will increase delivery even further. We will achieve this through a range of projects and programmes focus on river conservation and Natural Flood Risk Management.

As such, the Trust is looking to recruit a competent, organised, and enthusiastic person with a passion delivering practical actions to improve rivers and catchments, as well as working in partnership with other organisations and communities. The successful candidate will join a vibrant and talented team of 32, delivering a diverse portfolio of projects improving rivers in the Ribble Catchment. The role will work within the River Conservation Team, undertaking practical activities such as Invasive Non-Native Species Control, Fencing, and Wetland Creation works.

# THE ROLE

JOB TITLE	Catchment Conservation Worker
PURPOSE	Undertaking practical works to deliver river improvement
LOCATION	Clitheroe
HOURS	Full-time   37.5 Hours per week
SALARY	£22,000 - £26,000 (depending on experience)
CONTRACT	2 Year Fixed (with anticipation of extension)

The role requires a confident and clear communicator with experience in undertaking practical works including fencing, invasive non-native species control, wetland plug planting and woodland management. Working independently and in remote locations following lone working policies and procedures will also be required. Experience in engaging and communicating with stakeholders and working in partnership will also be beneficial.

The successful candidate will have knowledge of delivering conservation works on the ground for a range of habitats. It is desirable that the candidate has qualifications in operating tools, plant and machinery. Additionally experience in monitoring and a good understanding of rivers and streams, catchment processes and associated legislation would be beneficial.

# KEY RESPONSIBILITIES

The Catchment Conservation Worker will report to the Conservation and Volunteering Officer and duties will include:

## **PRACTICAL DELIVERY:**

- Signposting, waymarking and maintenance of footpaths on walk routes
- River clean-ups, maintenance and in-channel improvements, e.g. brush bundles
- Invasive Non-Native Species control and management
- Other vegetation management
- Construction and repair of footbridges, stiles, gates, fences, interpretation boards and signs
- Dry stone walling, laying cobbles, paved ways and concreting
- Fencing, hedging, ditching and drainage maintenance
- Tree planting and wetland creation
- Use of powered tools and equipment, e.g. brush cutters or chainsaws
- Caretaking, maintenance and cleaning of RRT projects, e.g. fish pass projects,
- Communicating with visitors, community groups and volunteers
- Adhering to all health and safety rules and regulations

- Undertaking Monitoring of habitats and species as directed

## **ENGAGING WITH THE COMMUNITY:**

- Attending events
- Speaking to volunteers
- Supporting other RRT projects, e.g. Rivers in the Classroom,

## **GENERAL:**

- Assisting with production of all necessary reports, including data collection
- keeping suitable records in line with the funding requirements and document retention policy
- Contribute to and assist in the production of publicity and marketing materials
- Any other reasonable duties as required by RRT

# PERSON DESCRIPTION

The successful candidate will be highly self-motivated, an effective communicator and passionate about improving the environment, farming and rivers. Knowledge of the Ribble Catchment would be beneficial.

## ESSENTIAL

- Demonstrable experience in delivering practical conservation actions across a wide range of habitats
- Knowledge of conservation, wildlife and conservation science
- A keen interest in and a firm commitment to, countryside conservation and the aims of the organisations
- Strong interest in learning new practical conservation/field skills
- Self-motivation, commitment and initiative
- Good interpersonal skills and the ability to get on well with other members of the team.
- Ability to work on the differing tasks identified in the Job Description at the same time
- Enjoys working in a team, with diverse skills and experience
- Takes satisfaction in seeing the impact of their own, and the team's work
- Seeks opportunities to expand their knowledge, skills, and experience
- Excellent presentation skills and communication skills for a wide range of audiences
- Possessing good interpersonal skills, both face-to-face and over the phone
- Reliability, good attendance, and work performance
- Physical fitness appropriate to the job
- Valid driving licence and own car, insured for business use
- Excellent organizational /admin skills and attention to detail:
  - Good IT skills / maintaining a filing system
  - Keeping records of work undertaken
  - Keeping records of expenses incurred
  - Awareness of the need for confidentiality

## DESIRABLE

- Qualifications in use of tools, plant and machinery
- Qualifications in the use of Pesticides
- Experience in undertaking wildlife surveys
- Experience working within the river conservation sector
- Innovative problem solver
- Knowledge of the project area

# TO APPLY

Please visit <https://ribbletrust.org.uk/job-vacancies/> for more information about our application process, and send a completed application form to [admin@ribbletrust.com](mailto:admin@ribbletrust.com) by

**17:00 on the 8<sup>th</sup> of June 2026**

Interviews will take place during the **week commencing Monday 15<sup>th</sup> of June 2026.**

If shortlisted, you will be given a task to complete beforehand, which will form part of the interview. For selected candidates, there will be a second interview later in June, during which you will meet members of the Engagement, Education and Partnerships team.

**Please note we will not be accepting CV applications for this role.**

# OUR VALUES



## **Innovation**

We stay curious and open to new ideas. We embrace change, seek better ways to do things, and champion creativity- from scientific methods to community engagement.



## **Multiplicity**

We believe in the power of diversity- of ecosystems, of knowledge, of people, and of impact. We bring together different perspectives to create more resilient and inclusive solutions.



## **Positivity**

We stay hopeful and forward-looking, even when the challenges are complex. We celebrate progress and lift each other up so that we can all approach our work with energy and optimism.



## **Action**

We are doers. We turn data into decisions, and ideas into action. We take responsibility and move forward with purpose to deliver on our promises and make things happen.



## **Collaboration**

We achieve more together. We listen generously and communicate openly. We build trust-based relationships within our team, with partners, and with the communities we serve.



## **Trust**

We act with integrity, transparency to build confidence through openness and respect. We are honest, dependable, and consistent- in science, in practice, and in how we treat each other.