

Senior Waterways and Wetlands Officer

Job Description and Person Specification

Responsible to:	Head of Strategic Projects
Responsible for:	Managing and supporting habitat enhancement projects to improve London's wetlands and waterways
Staff Management:	Volunteers, sessional staff and trainees, as required
Located at:	London Wildlife Trust offices in Victoria, Central London as well as regular visits to project sites and reserves, typically 3-4 days per week with the remaining from home

Overview:

London Wildlife Trust champions nature's recovery in the capital. Over 41% of our species have declined since the early 1970s. We urgently need to bring wildlife back, at scale and pace.

The teams within the Trust's Nature Recovery Directorate work collaboratively to deliver projects and programmes that transform land for nature and influence others to do the same. To support this work, we are looking for a Waterways & Wetlands Recovery Officer to help coordinate partnership activity and deliver practical projects that improve rivers, wetlands, and connected habitats across London. Working closely with colleagues across the Directorate, this role will contribute freshwater expertise to large-scale rewilding, species recovery and reserves management programmes, helping to ensure that our work is evidence-led, monitored and delivers lasting benefits.

As co-chair of the Marsh Dykes and Thamesmead Catchment Partnership the postholder will play a key role in leading collaborative work to implement the Catchment Action Plan and secure long-term benefits for nature and local communities. They will also be responsible for managing and supporting habitat enhancement projects within the catchment and beyond.

This role is suited to someone with strong knowledge of urban freshwater and wetland ecosystems, and experience of partnership working and project management to deliver nature recovery. The postholder should be confident delivering practical restoration projects, communicating our work and supporting learning and skills development across the team and with local communities. Above all, we're looking for someone inspired by our vision of a London alive with nature with nature in everyone's neighbourhood, who wants to work as part of a committed team to achieve this.

Role Responsibilities:

Partnership Working

- Co-chair the Marsh Dykes and Thamesmead Catchment Partnership, working closely with our co-hosts to plan and manage meetings and maintain an active and collaborative partnership.
- Build strong working relationships with landowners, local authorities, community groups and statutory agencies to support delivery of the Catchment Action Plan.

Nature recovery for a thriving city

- Lead the catchment's Biodiversity Working Group, coordinating partners to define and implement activity aligned with the Catchment Action Plan, London LNRS and emerging London Clean and Healthy Waterways Plan.
- Monitor and report on partnership activity and project outcomes to demonstrate collective impact and inform reporting to funders and partners.
- Identify opportunities for funding and investment into the catchment and contribute to the development of funding bids that deliver the Catchment Action Plan.
- Represent the Trust at relevant partnerships and forums across London, working collaboratively to achieve shared goals for waterways and wetland recovery across the city.

Project Management & Development

- Co-ordinate specific waterways and wetland projects on Trust reserves and third-party land, ensuring activities are well planned, delivered on time and within scope.
- Procure and oversee consultants and contractors to support the delivery of waterway and wetland restoration projects.
- Monitor project spend against agreed budgets and prepare monitoring reports for funders.
- Work with the Head of Strategic Projects to identify and develop new waterways and wetland initiatives that support the Trust's nature recovery aims.

Nature Recovery Delivery

- Working closely with colleagues, contribute expertise to the development and delivery of river and wetland restoration within the Trust's large scale rewilding programmes
- Support commissioning and management of technical consultants and contractors and the securing of necessary consents for rewilding activities.
- Contribute to the planning and implementation of successful species recovery programmes for wetland and riverine species, including establishing effective project monitoring.
- Work with the Nature Recovery Land Manager and Nature Recovery Ecology Officer to inform operational planning and support condition monitoring across the Trust's reserves.

Skills, Engagement & Communication

- Contribute to knowledge sharing and skills development in freshwater ecology and restoration across the team, including support for the Keeping it Wild traineeship.
- Plan and deliver engagement activities for communities and partner organisations to build understanding of our projects and ongoing collaboration.
- Lead volunteer workdays to support project delivery and provide opportunities for communities to be part of our nature recovery work.
- Work with the Marketing and Communications team to support communications and public engagement relating to the Trust's nature recovery work.
- Work with the Head of External Affairs to look for opportunities to engage local politicians and help influence our wider nature recovery goals.

Other areas of responsibility:

- a) Promotion of the Trust: To work at all times to further the aims of the Trust including promotion of Trust membership. To encourage donations and to assist in and promote related events and campaigns where appropriate.
- b) Health and Safety: All staff are legally responsible for ensuring Health and Safety considerations are taken into account in all working situations. Staff are encouraged to make reports or suggestions to the Health and Safety Officer on any matters of concern.

- c) Equality, Diversity & Inclusion: Work at all times within the Trust's EDI policy, and to contribute to any role-related objectives that form part of our overall EDI strategy.
- d) Adhere to the policies and plans of the Trust and be a responsible representative of the team and the Trust to external stakeholders, groups, individuals and funding bodies.

Terms and Conditions

Salary:	£36,789
Hours of work:	Monday – Friday working 7 hours per day plus one hour for lunch. Working hours typically are 9.30am – 5.30pm. The post holder may on occasion be expected to work some weekends and some evenings for which time off in lieu is given. Flexible working arrangements are welcome.
Holidays:	25 days per annum pro rata plus statutory holidays
Tenure:	Fixed term contract ending 31st March 2029, with potential for extension subject to further funding being secured
Sick pay:	Employees are eligible for company sick pay the correct procedures have been followed; employees may still qualify for Statutory Sick Pay.
Pension:	Eligible employees will be auto-enrolled into the company pension scheme. Further details on auto-enrolment can be obtained from this website https://www.gov.uk/workplace-pensions . Pension contribution rates for LWT are currently at 3% employer and 5% employee. Even if you are not eligible, you can still join the scheme, but the Trust may not have to make any employer contributions. Further details will be provided on joining the Trust.

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The following experience, skills and aptitudes are those that we are looking for in candidates. Those listed as 'Essential' are those that the candidates must have. 'Desirable' skills and experience are those that it would be advantageous to have, although not essential.

Essential	Assessed at	Desirable	Assessed At
Skills and experience			
Experience working with a range of stakeholders to develop and deliver shared goals, including local authorities and public sector partners.	Application and interview	Experience of building, managing and influencing partnerships.	Interview
Good working knowledge of urban waterways and wetlands, the issues they face and the opportunities available to restore these habitats.	Application and interview	Experience designing, implementing or commissioning surveys or condition monitoring for waterways or wetlands using established methods.	Interview
Experience planning and delivering waterway or wetland enhancement works including commissioning and managing technical consultancy services or contractors.	Application and interview	Experience of securing permitting and/or permissions for river restoration projects.	Application
Good understanding of the regulatory requirements related to waterways and wetland work that would be relevant to London based projects.	Application and interview	Experience of contributing to funding bids and grant reporting.	Application
Experience planning and delivering community engagement activities such as guided walks, talks, or citizen science sessions.	Interview	Experience of managing volunteers undertaking practical conservation work	Application
Proven experience of successful project management, including budget management and reporting	Interview	Ability to analyse and interpret ecological and environmental data to inform decision making.	Application and interview

Strong organisational skills, with the ability to prioritise workloads and keep multiple workstreams moving simultaneously	Interview	Full UK driving licence	Application
Ability to communicate the work of the Trust to a range of partners and stakeholders, and to represent our work at external forums.	Interview		

An enhanced DBS (formerly CRB) check is not required for this role.