



Job Title:	Water Champions – Parishes and communities
Employer:	Western Sussex Rivers Trust (WSRT)
Reports to:	Chief Executive
Salary:	Grade 3 – £29,621 - £37,013 Annual Leave – 25 days + Bank Holidays (Pro rata for part time staff) + Christmas shut down
Hours:	Part time - minimum 22.5 hours per week to maximum 30 hours per week Some evening and weekend work is required Time off in lieu for evening and weekend work
Contract:	PAYE fixed-term contract to October 2027
Location:	Working across the Arun and Western Streams Catchment & occasionally in other locations where WSRT business is conducted that is within reasonable distance of the WSRT catchment.
Base:	Hybrid Working (Home & Office)

Are you a dynamic individual with a background in community engagement, looking for your next challenge? Do you have a passion for inspiring others about our water environment and wish to work for an ambitious local charity? This could be the role for you.

Purpose of the job

Water Champions will help parish councils and communities interpret, understand and take action for their local water environment, and help build a community of change. Water Champions are part of the collaborative Downs to the Sea project. Made possible by support from the National Lottery Heritage Fund, Downs to the Sea brings together a partnership comprising the South Downs National Park Trust, South Downs National Park Authority, Royal Society for the Protection of Birds, Western Sussex Rivers Trust, Brighton and Hove City Council, and Writing Our Legacy. Together the partnership will restore and protect ponds and wetlands across the South Downs, in the Arun Valley and at Pagham Harbour, which are some of the most special places in and around the South Downs National Park yet failing to reach their ecological potential. Through engagement activities, the project will reach more diverse audiences, promote health and wellbeing, and develop people's skills and

understanding of the landscape, especially the vital role that water plays in all our lives.

We have two Water Champion roles available, one focusing on engagement with parish councils and communities, and the other to engage with schools and young people (see separate advert and person specification). We can be flexible with working hours, but require a minimum of 22.5 hours per week, up to a maximum of 30 hours. This is a fixed term contract to October 2027.

Principal Responsibilities

- Design communications for parish councils to increase local understanding of the ecology and pressures facing our riverscapes, and how to protect them.
- Provide relevant local information to guide change, including assessing opportunities for projects and signposting to WSRT team members, partner organisations and other advisory organisations.
- Give presentations in person and online to raise awareness of ways to help our rivers.
- Work collaboratively with parish councils to deliver projects to improve our riverscapes, inspiring local action to improve water quality and river health and get more people out in green/blue spaces.
- With other team members attend community events and festivals and promote the Water Champions messages via street stalls.
- Work with our Comms teams on a variety of communications to spread the Water Champions message.
- Pursue ways to link with other elements of the Downs to the Sea project and programme of work.
- Prepare regular reports to the Downs to the Sea Project Board and for reporting outcomes to the NHLF.
- Perform administrative duties as required by the role.
- To carry out any other duties in line with the role as required by the WSRT Trust Manager and Downs to the Sea Project Board.
- To collaborate with other WSRT projects such as our River Guardians citizen science water quality testing programme for mutual benefit of each project.
- Be responsible for health and safety of yourself and others.

Teamwork

- Act as a responsible WSRT team member and develop productive collaborative working relationships with other members of the Downs to the Sea Partnership.
- Contribute to and/or lead on team meetings, training and/or committees internally or externally.
- Work with Trustees & WSRT Staff to sustain and strengthen an inclusive, supportive, caring working environment.

Other duties

You are required to be flexible, undertaking such other duties appropriate to the grade and content of the work as may reasonably be required of you. Please note that, in consultation with you, WSRT reserves the right to update your job profile to reflect changes in, or to, your position.

Benefits

- You will be a member of a small, dynamic, passionate, and supportive team, joining WSRT at an exciting time of growth.
- 10% Recharge policy – WSRT team members are encouraged to take 10% of their working week for mental and physical recharge, getting out into the catchment to explore a new area, further their knowledge or enjoy a river-related activity.
- 25 days holiday, plus bank holidays (pro rata for part time staff) and Christmas to New Year shutdown.
- Flexible working.
- Employee assistance programme (counselling, specialist legal and financial support).
- Pension scheme (3% employee, 5% WSRT).

Equality, Diversity & Inclusivity

Take responsibility for upholding and complying with WSRT's Equality, Diversity, and Inclusivity policies and for behaving in ways that are consistent with fair and equal treatment for all.

WSRT believes that everyone has the right to be treated equally and that the diversity of individuals and groups should be embraced, valued, and respected. WSRT is committed to eliminating any form of discrimination be it direct, indirect, harassment or victimisation.

Health and Safety

Take responsibility for ensuring that workplace responsibilities within WSRT are carried out with full regard to, and in support of, WSRT's Health and Safety policies.

Sustainability and Environment

WSRT actively seeks to improve its environmental performance and will comply, as a minimum, with all relevant environmental legislation, regulations and codes of practice. All staff are required to support WSRT's Environment Policy.

Data Protection

You will be responsible for ensuring that your workplace activities for WSRT are carried out in compliance with the requirements of the Data Protection legislation especially concerning confidentiality, treatment of personal information and records management.

Right to Work

The current British and European Law states that the WSRT cannot employ a person who does not have permission to live and work in the UK. All new employees will need

evidence of their right to work including evidence of settled status, pre-settled status or a valid visa.

Disclosure Service Certification from the Disclosure and Barring Service

WSRT Water Champions will be required to hold Disclosure Service certification from the Disclosure and Barring Service (DBS). Further information about the Disclosure and Barring Service is available from the DBS website at

<https://www.gov.uk/government/organisations/disclosure-and-barring-service>

Attributes and Person Specification:

	Essential	Desirable
Knowledge and Qualifications	A good understanding of issues facing rivers and our water environment, and the possible solutions.	Equality, diversity and education training. A good understanding of tools and techniques to engage citizens in meaningful change.
Skills	Excellent organisational skills. Excellent interpersonal and written/spoken communication skills to engage and inspire a wide range of people. Proficient IT skills. Full valid driving licence.	
Experience	Demonstrable community engagement experience. Proven ability to work in a team across organisations.	Small event organising experience, including logistics, health and safety and communications. Providing training to others eg. community groups. Previous experience of delivering river restoration projects.
Personal attributes	Reliability and integrity, together with an enthusiastic and positive attitude. Able to cultivate effective relationships with a wide range of people, based on trust and mutual respect. Inspirational individual who is passionate about all that the Water Champions could achieve.	

How to apply:

Please email a cover letter and CV to info@wsrt.org.uk. We welcome informal discussions if you would like further information about this role or working for WSRT.

Your cover letter should detail how you fit the role and person specification and be no longer than two pages.

Applications should be made by **9am on Monday 31st August 2026**.

Interviews will take place in early September and will be held in Fittleworth, near Pulborough.