

Senior River Restoration Officer

Title: Senior River Restoration Officer

Contract: Fixed term until 30th September 2028, with potential for extension pending further funding

Hours: 1 FTE (37.5 hrs) to include some weekend and evening hours, according to the needs of the communities

Reports to: Head of Nature Based Solutions

Responsible for: Volunteers

Location: Mamhilad Park Estate and any other Gwent Wildlife Trust (GWT) Office. Working in river catchments across Gwent.

Salary: £30,091

Overall purpose

- To work with a variety of stakeholders and partners to inspire and empower local people and communities to take action to protect, manage and restore freshwater ecosystems across Gwent.
- To implement nature-based solutions within the river catchments, both on GWT land and supporting local landowners to undertake these interventions, and to take the lead on creating demonstration sites on GWT owned land to share best practice.
- To coordinate and promote citizen science activities across Gwent, including working closely with the Wye and Usk Foundation, South East Rivers Partnership and other local groups.

Main responsibilities

- Empowering and supporting the local community to take effective action to monitor, protect, manage and restore freshwater ecosystems, through providing training, skills, knowledge and networking opportunities.
- Enabling volunteer work parties; developing, maintaining and nurturing a network of local volunteers. This will include supervision of implementing practical interventions and could include tree planting, installation of leaky dams, habitat management and other actions to slow the flow of water across the landscape
- Engaging actively with the local Rivers Partnerships to ensure collective agreement and cohesive delivery of activities using a catchment-based approach.
- Working with the River Restoration Centre to develop GWT as a RRC Hub for River Restoration, including as a Citizen River Habitat Survey (cRHS) hub
- Developing and promoting citizen science opportunities across the catchments, supporting partners with coordination where required
- Leading on the creation of Nature Based Solutions (NBS) demonstration sites on GWT managed land and sharing the experience with landowners, third sector and other organisations.
- Inspiring and enabling local landowners to deliver NBS work on their land
- Working with the Head of Nature Based Solutions and Fundraising Manager to develop and submit proposals to continue and expand our Water NBS work
- Collecting data appropriate to the project and keeping up to date, detailed records of all activities

- Developing and maintaining good relationships with partners, neighbours, volunteers and other stakeholders
- Working outdoors in a riparian environment in a variety of weathers – alone, with team members, with volunteers and with other professionals
- Communicating and promoting our NBS freshwater work, as well as the wider work of GWT, through a variety of media, working with GWT's Marketing Team to do so
- Sharing project updates and results (written and verbal presentations) to stakeholders and partners
- Managing the project budget and other day to day operations
- Reading and abiding by all of GWT's Policies, Processes and Practices with particular reference to the Staff and Organisational Handbooks, HR Policies and Health & Safety Management System
- Attending GWT meetings of the Trust including but not limited to All Staff days and One to One meetings with your line manager
- Promoting membership of GWT and represent your work and GWT's projects and campaigns in the media as required.
- Carrying out any other varied duties that may be required, appropriate to the nature of the post

The Post

The Senior River Restoration Officer sits within the Nature Based Solutions (NBS) Team, which drives our priority of helping nature to help us. This role will work alongside the Youth Engagement team, Wild Health Officers and Community Organisers. You will join us at a pivotal time where we are expanding our work into Nature Based Solutions, demonstrating how the restoration of ecosystem services can deliver for people and wildlife.

The Senior River Restoration Officer will join a well-established, high performing team with a long track record of and experience in engagement and education delivery to all ages. This will be an exciting time for you to help shape the future of the Water NBS Team at GWT as we develop our freshwater work. The post will also work closely with the Nature Recovery Team, who manage our nature reserves for nature's recovery.

The position is subject to an enhanced Disclosure and Barring Service check.

Candidates should be able to demonstrate commitment to equal opportunities and be able to work out-of-office hours when required. The post holder will be required to attend other meetings elsewhere in Gwent and occasionally elsewhere in the UK.

We want our staff to be as diverse as nature, so we particularly encourage applications from people who are underrepresented within our sector, including people from minority ethnic backgrounds and people with disabilities. We are committed to creating a movement that recognises and truly values individual differences and identities.

We are committed to offering an interview to anyone with a disability that meets all the essential criteria for the post. Please let us know if you require any adjustments to make our recruitment process more accessible.

PERSON SPECIFICATION

The qualities needed for this post are listed below.

(E – Essential; D – Desirable)

Experience

- Working with, and developing communities, to enable change (E)
- Working successfully in partnership with a range of other organisations and community stakeholders, including landowners (E)
- Implementing practical nature-based solutions in river catchments (E)
- Coordinating and managing volunteers, and leading volunteer groups (E)
- Creating and delivering training to a range of audiences (E)
- Undertaking hydrological surveys and monitoring (E)
- Work plan production, record-keeping and reporting internally and to funders (E)
- Managing budgets (D)
- Developing and implementing Health & Safety Codes of Practice and Risk Assessments (D)

Skills

- Excellent communication skills - written and oral (E)
- Excellent interpersonal skills - critical-listening, mediation, persuasion (E)
- Excellent attention to detail (E)
- Ability to work in a busy environment to deadlines, managing multiple priorities (E)
- Ability to work independently, using own initiative, as well working as part of a team (E)
- IT literate (E) - Microsoft Office including Excel
- Full UK driving license (E)
- Welsh language (D)

Knowledge and Qualifications

- River ecology / geomorphology / hydromorphology / river restoration (E)
- Design and implementation of nature based solutions within river catchments, including on third party land (E)
- Understanding of the barriers to community involvement and how they may be overcome (E)
- Understanding of citizen science programmes and how to enable participation (E)
- Knowledge of a catchment-based approach to river restoration (D)
- Land and habitat management (D)
- First Aid Qualification (D)

Personal Qualities

- Inquisitive and solutions focussed, always seeking to improve their and their teams work (E)
- Responsible attitude with good organisational and time management skills (E)
- Able to convey enthusiasm and inspire people to become involved (E)
- Approachable and with the ability to build strong relationships with diverse audiences (E)

Candidates should be able to demonstrate commitment to equal opportunities, be able to work out-of-office hours occasionally, and to hold a full driving licence. The post holder will be required to attend other meetings elsewhere in Gwent and occasionally elsewhere in the UK.

To discuss this post informally, please contact Natalie Waller nwaller@gwentwildlife.org