



Job Specification for Invasive Species Officer

Introduction

The neighbouring Rivers Dee and Don have their headwaters in the Cairngorm Mountains and flow through varied terrains before reaching the sea at Aberdeen. The rivers between them have superb salmon, sea trout and brown trout fisheries which attract local, national and international anglers to the North East of Scotland.

The River Dee Trust is a charitable body which provides scientific and education services to fisheries and the wider community throughout the catchment. The Trust has an established track record in innovative conservation and enhancement projects. The River Dee Trust is delivering two invasive plant control projects, on the Rivers Dee and Don, both of which are being funded through the Aberdeen Western Peripheral Route mitigation fund.

There are two posts of Invasive Species Officer available.

1. Reporting

The Invasive Species Officer will report in the first instance to the River Officer. Both invasive projects will be managed through and reported on to the River Dee Trust Manager. The Trust Manager reports to the River Director.

2. Duties

The general duty of the Invasive Species Officer is to support the River Officer in developing and delivering programmes to control and remove invasive species in riparian areas of the Rivers Dee and Don.

Specific Duties

The work will include helping to develop and maintain a volunteer network for controlling invasive species, including training, organising, leading and motivating volunteers. Various means of communications will be involved to liaise with volunteers, raise awareness of the project and report on progress, including social media, written and oral presentations. In instances where it is not appropriate to use volunteers the post holder will carry out the control work or assist with arrangements for contractors to carry out the work.



The Invasive Species Officer will be expected to follow all instructions to ensure work is carried out safely and to the required high standards and that equipment is maintained.

3. Skills and Background

Formal qualifications are not required as enthusiasm and a responsible approach to work is key to assisting in the successful delivery of this project in a timely manner. The post holder must demonstrate experience of working in an outdoor environment, working as part of a team and as team leader and have good communication skills. They must also be able to organise their work and have a positive proactive attitude.

The following qualities are essential:

- Experienced and willing to work outdoors on a daily basis in rural and urban areas
- Conduct work with due regard to Health & Safety
- Good communication skills using a variety of media
- Appreciation of the natural environment
- An ability and willingness to deal with members of the public
- A full driving licence

The following qualities are desirable:

- A working knowledge of mapping systems
- Knowledge and familiarity with freshwater and riparian environments
- Understanding of and previous experience in tackling invasive species
- Understanding of motivating, leading and retaining volunteers
- Preparation of risk assessments
- Familiarity with Microsoft Office packages

The successful candidate will need to satisfy requirements of the Disclosure Scotland Act as this post may involve working with children.

4. Equipment

All staff will be adequately equipped to carry out their duties in a safe and efficient manner and should ensure equipment is kept in good working order. Any deficiencies in the equipment or its condition should be reported in the first instance to the River Officer.

5. Hours and Place of Work



The Trust operates a 40 hour working week. The post holder must be prepared to work out with hours 9 am to 5 pm and in particular expect to work at weekends as required. No overtime will be paid as a time in lieu system is operated.

The place of work will nominally be the River Office at Dinnet although work will be carried out in the lower Dee catchment and in the Alford to Inverurie areas of the Don catchment.

6. Remuneration and Benefits

Both positions are for a six month fixed term contract with an annual salary equivalent of £20,000 per annum. A vehicle will be provided in connection with work duties.

7. Terms of Employment

The terms of employment will be specified in an accompanying contract and staff handbook. The two posts are six month fixed term contracts from March/April 2017.

8. Application

To apply, send your CV and covering letter to info@riverdee.org. Applications can also be posted to the River Office, Mill of Dinnet, Aboyne, Aberdeenshire, AB34 5LA. Applications must be received by 5.30 pm on 28th February 2017.