



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 an invasive plant control project on the River Don, in particular, targeting giant hogweed. This is being funded through the Aberdeen Western Peripheral Route mitigation fund.

1. Reporting

The Invasive Species Officer will be managed by and report to the Fisheries Protection Manager. The Fisheries Protection Manager reports to the River Director.

2. Duties

The general duty of the Invasive Species Officer is to support the Invasive Species Co-Ordinator in developing and delivering a programme to control and remove invasive species in riparian areas of the River Don.

Specific Duties

The work will include helping to develop and maintain a volunteer network for controlling invasive plant 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. Reporting of work to funders will also be required.

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
- Understanding of and previous experience in controlling invasive plant species
- Understanding of motivating, leading and retaining volunteers
- Good communication skills using a variety of media
- Conduct work with due regard to Health & Safety
- Competent with Microsoft Office packages
- Pesticide certificate to PA1 standard
- A full driving licence

The following qualities are desirable:

- Pesticide certificate to PA6AW standard
- A working knowledge of GIS mapping systems
- Knowledge and familiarity with freshwater and riparian environments
- Experience in the preparation of risk assessments
- An ability and willingness to deal with members of the public

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 Invasive Species Co-Ordinator.



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 River Don District.

6. Remuneration and Benefits

This position is a six-month fixed term contract with a pro rata salary of £20,000 per annum. A vehicle will be provided in connection with work duties. You will be auto-enrolled into the Government pension scheme from your start date, but you may choose to opt out. Employee contributions for this scheme will be 5% from 6th April 2019.

7. Terms of Employment

The terms of employment will be specified in an accompanying contract and staff handbook. This is a six month fixed term contract from March/April 2019.