



Invasive Species Co-ordinator

1. Background

The North East Non-Native Invasive Species (NENNIS) Project is an informal partnership of local authorities, regulatory bodies, Rivers Trusts and community groups who promote a co-ordinated approach across North East Scotland to dealing with invasive plant species. The North East's most significant invasive plants are giant hogweed, Japanese knotweed and Himalayan balsam. The partnership has identified the need for a Forum to enable the sharing of information, good practice and resources across the region; and for a dedicated Co-ordinator to deliver actions on behalf of the partners and to facilitate access to resources to continue this work.

The River Dee Trust is a charitable body which provides scientific and education services to fisheries and the wider community through the Dee, Cowie and Carron catchments. The Trust has an established track record in innovative conservation and enhancement projects and is currently delivering invasive plant control on the Rivers Dee, Don, Cowie and Carron. The River Dee Trust is a key partner in the Scottish Invasive Species Initiative (SISI) and requires a dedicated project officer to communicate the key aims of the project and to engage, train and manage a volunteer network to deliver invasive plant and American mink control.

2. Introduction

The River Dee Trust is looking to recruit a fixed term Invasive Species Co-ordinator to deliver the aforementioned work. There are two roles which could ideally be combined to make one full-time post.

The first role will involve working with an invasive non-native species Forum to facilitate and support co-ordinated action at a regional scale to survey and control invasive plant species. The Co-ordinator for the NENNIS Project will work with a wide range of organisations, agencies and communities to support the NENNIS Forum, and will subsequently work with the partners to develop and facilitate INNS control through establishing methodology and training for surveying and monitoring of invasive plants; assisting with the recruitment and training of volunteers; providing accessible advice on the legislation and regulation relating to INNS; assisting groups with access to resources and funding for INNS control; and working with landowners to facilitate the control of INNS.

The second role will be working with the River Dee Trust to support the development and delivery of programmes to control invasive plants and American mink within the Dee, Don, Cowie and Carron catchments. This will include continuing the development and delivery of control programmes for invasive species and mink, maintaining and building on the volunteer network for controlling invasive species, and carrying out control and monitoring the outcomes. The role will also focus upon communication, awareness and education for all ages, communities and stakeholders.

3. Reporting

The post will be hosted by the Trust and will be line managed by the Fisheries Protection Manager who will be responsible for matters relating to employment, health and safety, training and development. The work programme will be directed by the Trust and, for the NENNIS Project, a small Management Group made up from the partners. The post will be based mainly in the Trust's River Office at Mill of Dinnet near Aboyne but may also involve working out of other partner offices within



the project area (Don DSFB at Kemnay, Aberdeenshire Council and/or Scottish Natural Heritage). The post requires both indoor and outdoor working.

4. Overall responsibilities

1. To work with the NENNIS Forum and SISI to deliver co-ordinated action to control invasive plants and American mink throughout the project area, by working with local land managers, ghillies, gamekeepers, community groups and volunteers.
2. To work with North East Scotland Biological Records Centre (NESBReC) to implement surveying and monitoring for recording invasive plants.
3. To work with partner organisations to raise awareness of issues relating to invasive species across Aberdeenshire.

5. Key duties

- Organise an annual meeting and produce newsletters to keep NENNIS Forum members up to date on the project and relevant issues.
- Develop and maintain a volunteer network for controlling invasive species, including training, organising, leading and motivating volunteers.
- Assist organisations and community groups undertaking control of invasive plants by providing information on legislation and regulation; providing training; and assisting in accessing funding and resources to undertake control work.
- Work with NESBReC to recruit and train volunteers to survey and monitor invasive plant species. Map distribution of INNS plants and mink, and monitor control progress, including use of databases and annual reporting.
- Work with partner organisations to raise awareness of INNS control through various means of communications, including social media, written and oral presentations and educational events.
- Investigate alternative methods of control of invasive plants and disseminate information via the Forum.
- Review existing North East Biosecurity Plans and identify risks from emerging species. Develop and maintain biosecurity measures within the Dee and Don catchments.
- Ensure all project work is carried out safely and share any learning outcomes with other partners and groups.
- Maintain equipment and ensure that it is correctly specified for the tasks at hand.

6. Skills and Background

A recognised qualification in a related discipline would be beneficial but knowledge, experience, enthusiasm and approach to the work are considered to be more important qualities.

The following qualities and skills are considered essential:

- Extensive work experience in countryside management, environmental management or another relevant field
- A demonstrated ability in partnership working with statutory agencies, organisations, communities and landowners
- An ability and willingness to deal with members of the public
- Knowledge and understanding of issues relating to invasive non-native species
- Good organisational and communication skills using a variety of media



- Relevant experience in project development and implementation
- Ability to work with minimum supervision and within a team
- Experience in motivating, leading and retaining volunteers
- Experienced and willing to work outdoors on a daily basis in rural and urban areas
- Working knowledge of Health & Safety at work and preparation of risk assessments
- Good IT skills
- A current valid driving licence

The following qualities are desirable:

- Experience in the control of non-native species (i.e. hold herbicide application certificate PA1 or PA6AW)
- Knowledge of GIS systems
- Knowledge and familiarity with freshwater and riparian environments

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

7. 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 Fisheries Protection Manager.

8. Hours and Place of Work

The River Dee Trust operates a 40 hour working week. The post holder/s must be prepared to work out with hours 9am to 5pm and in particular expect to work at weekends as required. No overtime will be paid unless by prior arrangement with the River Director.

The place of work will be the River Office at Dinnet, although work will be carried out throughout Aberdeenshire.

This post is for a fixed term until 18th September 2020.

6. Remuneration and Benefits

The post will attract a salary in the region of £29,000-£30,000 (dependent upon experience) per annum or pro rata for a part-time post. A pension scheme is open to all employees with a 6% employer contribution. 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.



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