

## **River Restoration Officer**

### **Job Specification**

#### **1. Introduction**

The River Dee rises in the Cairngorm Mountains and flows 80 miles to the city of Aberdeen. The Dee is one of the four principal salmon rivers in Scotland and is internationally famous for the fishing that this species supports. The Atlantic salmon is one of the species for which the River Dee has been designated as a Special Area of Conservation.

The Dee District Salmon Fishery Board is the statutory body tasked with protecting and enhancing stocks of salmon and sea trout across the district. The River Dee Trust is a charitable company limited by guarantee which provides scientific services for the fisheries, conservation, and education to the wider community of the Dee catchment. The Dee Board and Trust are recognised as being at the forefront of fisheries management in Scotland with an established track record in large scale innovative conservation and restoration programmes.

The Board and Trust work very closely together for the benefit of the river. The combined teamwork from the River Office, Dinnet, on Deeside. The successful candidate will work as part of the river Dee team to help to implement, maintain and monitor river, wetland and floodplain restoration actions on the ground.

The employer for this post is the Dee Fishery Board, with year 1 funding from the Cairngorms National Park Authority.

#### **2. Reporting**

The River Restoration Officer will work as part of the Dee's habitat team and report to the River Operations Manager who in turn reports to the River Director.

#### **3. Responsibility & Duties**

The River Restoration Officer's key role will be to assist in the delivery, maintenance and long-term monitoring of river, wetland and floodplain restoration projects within the catchment of the river Dee. An enthusiasm for working outdoors in all weathers is vital. During the initial period of employment, hands-on training will be provided in habitat restoration techniques such as tree planting & protection, debris and leaky dam construction, large wood structure placement, fencing and fence repairs, tree survival monitoring, and basics of habitat and species survey as relevant. The River Restoration Officer will work alongside experienced team members to develop and deliver various actions, and thus gain practical experience in a wide range of useful land management skills. In addition, working alongside the wider Dee Board and Trust team will provide a varied and interesting working environment.

#### **4. Skills and Qualities**

The following are essential:

- A genuine interest and enthusiasm for outdoor working and learning practical skills
- An ability and enthusiasm to carry out practical restoration works, often in challenging and remote terrain
- Good communication skills
- An ability to work as part of a team and on occasion independently
- An ability to record observational data
- A full driving license.

The following are desirable:

- An interest in helping to develop and implement future restoration projects and long-term monitoring programmes
- Practical experience of using hand tools and chainsaws
- Familiarity with MS Office e.g., Word, Excel, Outlook

#### **5. Hours and Place of Work**

The Dee Fishery Board operates a 40-hour working week. It should be noted that this may include periods of work out with normal office hours and include the occasional weekend or evening, with time off in lieu granted for such periods of work.

The place of work will nominally be the River Office in Dinnet. The successful candidate will travel throughout the district as required to carry out their duties.

#### **6. Remuneration and Benefits**

The post will attract a salary of £23,000 per annum plus inclusion in the employer's pension scheme, from which you may opt-out. The Dee Board and Trust have a small fleet of vehicles for staff use in connection with work duties.

#### **7. Terms of Employment**

A 12-month contract will be offered in the first instance. Subject to confirmation of funding for further years and satisfactory performance reviews, this role will be extended accordingly.

The terms of employment will be specified in an accompanying contract and staff handbook.