

Laxford Project Technical Project Manager

Battleby, Perthshire, Scotland

The Atlantic Salmon Trust is a leading salmon and sea trout conservation charity that seeks to improve the freshwater and marine populations of Atlantic salmon and sea trout from catchments flowing into the Atlantic Ocean. It is based in the UK but has a reach and reputation that extends around the fisheries world.

The Trust is looking to appoint a Technical Project Manager. The primary aim of this role is to understand the Laxford catchment in northwest Sutherland, Scotland, and deliver management actions that put in place the best conditions for salmon and sea trout to thrive, supported by practical science and monitoring for the freshwater, estuarine and coastal environments.

Using a combination of fish telemetry methods the project will provide the components to create an index river, to monitor how fish populations change over time and in relation to the management of the catchment. In addition, the creation of an index river, associated with a proactive restoration project, will provide a platform to test and assess different management strategies. This will link in with the network of index systems across Europe, ranging from the south of England to the northeast coast of Iceland, encapsulating the diversity of conditions present within the geographic range of salmon and sea trout.

All of the work proposed is to improve the health of the salmon and sea trout populations in the Laxford catchment, grounded by the most robust science and monitoring. The project partners are keen to conduct this work in an open and transparent manner so that knowledge and experience generated by the project can be transferred to other catchments.

This exciting full-time role will be based on the Laxford catchment in northwest Sutherland in the Highlands, within the Reay Forest Estate. The successful candidate will be employed by the Atlantic Salmon Trust and report to the Trust's CEO and will sit within the team under the guidance of the Research Director. The postholder will be embedded within and will work closely with the estate.

Project Partnership

The Laxford Project is a partnership between Reay Forest Estate, part of the Grosvenor Estate, and the Atlantic Salmon Trust. This partnership is supported by Marine Scotland Science and the West Sutherland Fisheries Trust.

Interested applicants are invited to submit their resume and covering letter to info@atlanticsalmontrust.org by 5pm on **30th June**.

The interviews will be held on Friday, July 9th 2021.

If you require further information on the role please email mark@atlanticsalmontrust.org in the first instance.

General Duties

The postholder will lead the delivery of the project. To achieve this, they must bring together the scientific and technical resources of the Atlantic Salmon Trust, often in conjunction with the Likely Suspects Framework Team, with the aims and aspirations of the estate, to deliver impactful restoration of the salmon and sea trout populations.

This will be through three initial tasks: (1) Conduct a catchment audit (2) Through the partnership, design the detailed initial three-year restoration programme and (3) Finalise the design, install and operate the fish telemetry equipment.

Specific Duties

Co-ordination

The postholder will act as a focal point for the Project, bringing together the information for the catchment audit and the land management drivers on Reay Forest Estate. This will then be developed into an initial three-year restoration plan agreed by the project partners.

Restoration

The Project Manager will lead on delivering the restoration programme and ensuring that it is delivered according to the timetable and agreed budget. This will involve understanding the appropriate agri-environmental schemes, land management opportunities and constraints, coastal management issues and the delivery of the agreed work programme.

Fish Telemetry

A key component of the project is the installation and operation of suitable fish counter and fish monitoring equipment to understand fish movements and survival, both in freshwater and marine environments. The postholder will be supported by the technical resources within the project partnership but will be responsible for overseeing the installation of appropriate fish telemetry equipment, subsequent operation and analysis.

Communications

This role will act as the central hub within the project partnership and will need to communicate effectively within that partnership.

A key aim of the Trust is to work in partnership with organisations and individuals that share common aspirations to protect and enhance salmon and sea trout. As such a proportion of the work will be to disseminate the work of the Trust to both technical and non-technical audiences. This will be through written and verbal presentations.

Governance

The Trust operates in an open and transparent manner to the highest professional standards. As such the postholder will ensure that all work complies with the Trust's governance policies relating to, but not limited to, health and safety, procurement, child protection and financial accountability.

Conditions of Employment

The terms of employment will be detailed in a contract and accompanying staff handbook, along with this job description.

The Trust operates a flexible 37.5 hour working week, which will on occasion require working evenings and weekends. The main place of work will be at Reay Forest Estate in northwest Sutherland. It should be noted that the postholder may be required to travel, work with partners or undertake field work across the UK. As such they will need to have access to a driving licence as work locations will not be accessible by public transport. In addition, there may be a small amount of international travel.

The remuneration package will be competitive and has the possibility of accommodation being provided by Reay Forest Estate.

The Trust also operates a policy of continuous professional development and will help support the postholder's career development.

The following are a set of criteria against which the applications from potential candidates will be appraised.

1. Knowledge / Qualifications

Essential

An appropriate Degree, Masters or PhD in field ecology or related topic.
Theoretical and practical knowledge in salmonid management or related environmental field.
A full driving licence.

Desirable

Specific knowledge of the use of fish tracking or telemetry equipment.

2. Skills

Essential

Knowledge of catchment restoration skills and understanding of land management drivers.
Evidence of management and involvement with fish telemetry studies, including surgical tagging of fish.
Research creativity and cross-discipline collaborative ability.
Excellent interpersonal skills (oral and written), including public presentations and the ability to communicate complex data or concepts clearly and concisely.
Appropriate personal and practical project management skills in the areas of workload/time/project/budget.
Evidence of IT, GIS and statistical data analysis/interpretation skills.
Initiative and judgement to resolve problems independently, including demonstrating a flexible and pragmatic approach.
Evidence of skills required for field working in demanding environments to high health and safety standards.

Desirable

Specific experience of working with salmonid fishes.

3. Experience

Essential

Track record of delivering catchment restoration projects
Sufficient breadth and depth of knowledge in fisheries management, including fish telemetry.
Evidence of partnership and collegiate working.
Experience in the collection and analysis of data, along with technical report writing.
Proven ability to deliver high quality outputs in a timely and efficient manner.
Evidence of the experience of field working in demanding environments.

Desirable

Evidence of presenting information to a non-technical audience.

