



## **Project Laxford Programme Coordinator**

The Atlantic Salmon Trust is a leading wild 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 Programme Co-ordinator for Project Laxford – one of its two pioneering ‘Core Rivers’ programmes – in partnership with Grosvenor’s Reay Forest Estate. The primary aim of this role is to build an understanding of the salmon population and wider biodiversity in the River 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. Whilst this is a wild salmon and sea trout project at its heart it is about understanding and improving the biodiversity and resilience of the catchment, as well as working in partnership with the local community.

Project Laxford is part of a network of an emerging group of rivers, termed Core Rivers, across the United Kingdom that seek to understand wild salmon and sea trout’s place in catchment biodiversity and how they may inform wider catchment restoration efforts.

### **The Role**

Working together with Grosvenor’s Reay Forest Estate and other project partners, the Programme Coordinator will organise, operate and maintain the salmon and sea trout monitoring and restoration programme for the River Laxford catchment. Working to a ten-year programme plan agreed with Grosvenor, the role holder will support and facilitate the delivery of research and restoration actions aimed at ensuring optimal conditions for wild salmon and sea trout.

**Reports to:** Atlantic Salmon Trust Restoration Director

### **Key Responsibilities:**

- Leading the delivery of Project Laxford, one of the Core Rivers in a developing network of long-term monitored rivers for salmon and sea trout.
- Managing the design, development and ongoing operation of fish telemetry monitoring equipment for the Laxford catchment.
- As part of the Atlantic Salmon Trust Core Rivers programme approach, and together with Grosvenor’s Reay Forest Estate, inform and develop a wider landscape restoration programme and an associated monitoring plan.
- Working with the Atlantic Salmon Trust Research Director and staff, manage and analyse data from Project Laxford for monitoring and research purposes.
- Be the prime representative of Project Laxford with the estate and communicate the findings broadly to the local community and more widely.

- Maintain and develop good working relationships with project partners.
- Provide expertise and advice for Atlantic Salmon Trust communications and associated public relations information for Project Laxford.

## **Specific Duties**

### *Coordination*

The postholder will act as a focal point for the Project, bringing together the information to maintain and develop the catchment audit to ensure its continued relevance in land management drivers on Grosvenor's Reay Forest Estate.

### *Restoration*

The Programme Co-ordinator will lead on informing the restoration programme and ensuring that it is delivered according to the timetable and agreed budget. This will involve understanding the local ecology, 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 ongoing operation and further development of suitable counter and 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 their operation and subsequent analysis with the Trust's research team.

### *Communications*

This role will act as the central hub within the project partnership and will need to communicate effectively within that partnership, with a focus on Grosvenor's Reay Forest Estate and the local community.

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.

## **Any other relevant duties**

- Uphold and ensure compliance with Health, Safety and Wellbeing, GDPR and safeguarding and Equality and Diversity arrangements, for both the Atlantic Salmon Trust and Grosvenor.
- Abide by all Atlantic Salmon Trust governance and approved procedures and perform any other duties not specifically detailed but which may fall within the overall job purpose and within the expected competence and ability of the post holder.

## Person Specification – Project Laxford Core River Programme Co-ordinator

	Essential	Desirable
<b>Personal Profile</b>		
Has the ability to communicate with people and build personable and effective working relations	+	
Enjoys living and working in a small community	+	
Maintains a level of curiosity and awareness about the wider natural world	+	
<b>Qualifications/Training</b>		
Qualified to at least degree level in field ecology, applied biology or related subject.	+	
Full U.K. driving licence	+	
Fish tagging and tracking and operation of telemetry equipment		+
GIS applications in land management		+
Managing safely		+
<b>Skills</b>		
Catchment/river restoration techniques and understanding of land management drivers.	+	
Evidence of licence, management and involvement with fish telemetry studies, including surgical tagging of fish	+	
Research skills 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 data management and 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	+	
Specific skills in working with salmonid fishes		+
Skills in working in marine and coastal environments and associated restoration		+
<b>Experience</b>		
Track record of involvement in delivery of catchment restoration projects	+	
Fisheries management experience, including fish telemetry	+	
Team, partnership and collegiate working	+	
Technical report writing	+	
Delivery of high-quality outputs in a timely and efficient manner	+	
Field working in aquatic, remote and extreme weather environments	+	
Effectively communicating complex information to a non-technical audience	+	
Working in geographically dispersed teams		+
Operating and maintaining fish telemetry and fish counting equipment		+

## **Conditions of Employment**

This is a permanent position with the Atlantic Salmon Trust and 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 the estate office, Achfary, Grosvenor's Reay Forest Estate, where private accommodation will be provided. Due to the location, the postholder will be expected to be eligible to work within the United Kingdom.

A suitable vehicle will be provided given the nature of the work required for the role. It should be noted that the postholder will be required to travel, work with partners across the UK and further afield, and that Achfary is a relatively remote and rural location in the northwest Highlands of Scotland.

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