



Research Assistant

Hours: Full time, 37.5 hrs per week

Term: Fixed 12 months

Salary: National living wage, £23,809 per annum plus 9% employer pension contribution

Location: Atlantic Salmon Trust, Orchard House, Kilgraston Walled Garden, Bridge of Earn, PH2 9HN with hybrid working available

Closing date: 2nd May 2025

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 role

The Trust is looking to appoint a Research Assistant who will support project field work, data management and analysis. This role would be ideal for a recent degree graduate looking to gain experience in fisheries management and river-restoration monitoring and research. The research assistant will have the opportunity to work closely with research and restoration teams and support projects aimed at the recovery of wild Atlantic salmon populations.

This position offers a unique opportunity to gain hands-on experience in both field work and analysis while contributing to impactful conservation efforts. If you are passionate about environmental research and looking to develop your data science and fieldwork skills in a real-world setting, we encourage you to apply.

Reports to

Theme Leader – Data Management and Analysis

Key Responsibilities:

- Assisting with fieldwork to collect biological and environmental data, including on projects in Aberdeenshire (Project Deveron) and Sutherland (Project Laxford).
- Processing this data to support the delivery of high-quality monitoring outputs.
- Managing and organising scientific datasets to ensure accuracy and accessibility.

- Analysing data to support the development of monitoring strategies, operational reporting and scientific research.
- Creating data visualisations to effectively communicate research findings.
- Assisting in the preparation of reports, presentations and public talks.
- Collaborating widely with research and restoration teams to support conservation.

Person Specification

		Essential	Desirable
Personal Profile			
Passionate about conservation and environmental research.		✓	
Eager to develop field work and analysis skills.		✓	
Comfortable working across multiple projects as part of a remote team.		✓	
Qualifications and training			
Education	An Hons degree in a relevant field (e.g. ecology, biology, environmental science, data science or related discipline).	✓	
Driving license	A full, clean UK driving licence.	✓	
Additional education	Additional training or certification in data science, GIS etc.		✓
Skills and experience			
Field work	Supporting the collection of environmental data in the field.		✓
Data management	Handling, storing and processing scientific data.	✓	
Data analysis	Analysing scientific data.	✓	
Data visualisation	Presenting data and findings in visualisations.	✓	
Coding	Performing data analysis in R, Python or other relevant programming languages.		✓
GIS and mapping	Using GIS software for spatial data management, visualisation and analysis.		✓
Project management	Organising tasks and managing deadlines.	✓	
Communication	Clearly communicating ideas and information in meetings and presentations.	✓	

Report writing	Writing reports and presenting findings clearly.	✓	
Teamwork	Working effectively in a team environment.	✓	

Any other relevant duties

Uphold and ensure compliance with Health, Safety and Wellbeing, GDPR and safeguarding and Equality and Diversity arrangements.

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.

Conditions of employment

This is a fixed-term, 12-month position. 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 Trust's main office at Bridge of Earn, which is located just south of the city of Perth in Scotland. Other work locations are available and can be agreed by negotiation. Irrespective of work location, the postholder will be expected to be eligible to work within the United Kingdom.

It should be noted that the postholder will be required to travel, work with partners across the UK and further afield. As such, they will need to have a full, clean UK driving licence.

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

To apply please email recruitment@atlanticsalmontrust.org with an attached CV and covering letter (no more than 500 words) outlining how your skills match that of the role by 5pm Friday 2nd May 2025. Informal enquiries to Dr Jon Emery, jon@atlanticsalmontrust.org