



## **Project White Hart GIS & Data Specialist**

The Atlantic Salmon Trust is the 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 GIS and Data Specialist for Project White Hart - a project being delivered in collaboration with the Test & Itchen Catchment Partnership. The primary aim of this role is to support the Project White Hart Programme Co-ordinator to build an understanding of the catchment including the estuary and coastal zone and its relationship to salmon population and wider biodiversity of the rivers Test and Itchen. The initial part of the project is to collate existing information on the catchment, aggregate it enabling a catchment plan to be published on a GIS spatial database. This information is to build a Restoration Plan with prioritised actions to be delivered by the partnership. 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 catchments, as well as working in partnership with the local community.

Project White Hart is part of a network of an emerging group of 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 Project White Hart Programme Coordinator and wider partnership, the GIS & Data Specialist will bring together data and information to undertake an assessment of information available to make robust evidence led decision making for the action to support a vibrant populations of wild Atlantic salmon within the catchments and create a prioritised action plan.

The role will include:

- Supporting the collation of data existing for the catchments.
- Georeferencing and digitising map data
- Creating a Project White Hart GIS and Data Hub
- Assisting on the management of data and licencing
- Analyse data for the use of AST team and wider partnership
- Supporting project partners with creation of GIS/spatial databases which support the project aims.
- Producing maps and information for reporting and communication purposes.
- Maintenance of data in ArcGIS Online Environments, other hosting and longer term data management.

The work will be supported by the Atlantic Salmon Trust's Data Specialist

**Reports to:** Project White Hart Programme Coordinator.

**Key Responsibilities:**

- Take responsibility for the technical aspects of data and other information gathered for the catchment audit.
- Advise on suitable platforms and hosting to support the project and delve and manage these.
- Lead on the licensing and governance required for hosting and holding of data for the project
- Work with the AST Data Specialist and project partners to develop a consistent approach to data gathering mobilisation and management.
- Working with the Atlantic Salmon Trust Research and Restoration teams to support salmon populations analysis and modelling.
- Provide information and outputs for the steering groups and project comms team.
- Maintain and develop good working relationships with project partners.

**Specific Duties**

*Coordination*

The postholder will act as the focal point for data collection and management and will need to coordinate with project partners and wider stakeholders and local, regional and national levels.

*Catchment Audit*

Lead on the development of the integration of existing data and information on the catchment including the development of the Project White Hart Digital Hub. Advise on and deliver data management agreement and licences.

*Restoration Plan*

Mobilise the data to allow for the development of the Restoration Plan to be published on GIS platform which allows for the quantification and aggregation of actions and impacts on wild Atlantic Salmon Populations.

*Communications*

Provide information and data for the dissemination of the project outputs to the project partners, steering groups and wider public

**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 project.
- 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 White Hart GIS & Data Specialist

	Essential	Desirable
<b>Personal Profile</b>		
Has the ability to communicate with people and build personable and effective working relations	+	
Understands robust governance and funding obligations	+	
Maintains a level of curiosity and awareness about the wider natural world	+	
<b>Qualifications/Training</b>		
Proficient in the use of ESRI ArcGIS Pro and software extensions such as 3D & Spatial Analyst	+	
Full U.K. driving licence	+	
An understanding of how GIS technology can be applied to landscape, planning or wider environmental issues	+	
An interest in 3D modelling and visualisation. Experience in the use of 3D visualisation software such as SketchUp, Autodesk Revit and 3Ds Max would enhance your application		+
GIS applications in land management		+
<b>Skills</b>		
Landscape scale data sources and interpretation	+	
Catchment/river restoration techniques and understanding of land management drivers.	+	
Understanding of research skills and have 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	+	
Initiative and judgement to resolve problems independently, including demonstrating a flexible and pragmatic approach	+	
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	+	
Team, partnership and collegiate working	+	
Technical report writing	+	
Delivery of high-quality outputs in a timely and efficient manner	+	
Effectively communicating complex information to a non-technical audience	+	
Working in geographically dispersed teams		+
Track record of working with salmonid populations and/or environments.		+

## Conditions of Employment

This is a 18 month fixed term contract with possible extension subject to funding. The terms of employment will be detailed in a contract and accompanying AST staff handbook, along with this job description.

Salary: £28,000 - £32,000 per annum

Place of work: Flexible

Hours: Full time

Line managed by: Project White Hart Programme Coordinator

Contract period: October 2025 to 30<sup>th</sup> March 2027 (with possible extension subject to funding)

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 within the Test & Itchen Catchments and 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, including meetings at the AST head office in Perthshire.

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

Please apply with a CV and covering letter by Noon on Monday 29<sup>th</sup> September 2025 to **[recruitment@atlanticsalmontrust.org](mailto:recruitment@atlanticsalmontrust.org)**. If you would like an informal discussion about the role please contact Alison Baker, Restoration Director – [alison@atlanticsalmontrust.org](mailto:alison@atlanticsalmontrust.org)