

Scottish Invasive Species Initiative - Seasonal Project Officer (x2)

- 1. Findhorn, Nairn and Lossie Fisheries Trust**
- 2. Esks District Salmon Fishery Board**

1. Project and Partners

The Scottish Invasive Species Initiative wishes to recruit two seasonal project officers to assist in the management of volunteers and the delivery of biosecurity and invasive non-native species control and monitoring in summer 2020.

The Esk District Salmon Fishery Board (DSFB) is responsible for the management and protection of wild fish stocks and the habitats which support them in the South and North Esk rivers. The Findhorn, Nairn and Lossie Fisheries Trust support fisheries and catchment management in the Findhorn, Nairn and Lossie catchments and associated coastal rivers. For both organisations part of the protection of fishery habitat is the control and eradication of the invasive non-native species which damage these habitats.

The Esk DSFB and the Findhorn, Nairn and Lossie Fisheries Trust are both part of the large-scale ambitious 4-year Scottish Invasive Species Initiative tackling invasive non-native species alongside rivers and watercourses across a third of Scotland. The project aims to work with local organisations and volunteers to control invasive non-native species for the benefit of native wildlife and communities.

The Esk DSFB and the Findhorn, Nairn and Lossie Fisheries Trust will each recruit a Seasonal Project Officer to support volunteers in the clearance of invasive non-native plants and control of American mink. Each post holder will report to the respective Scottish Invasive Species Initiative Project Officer or DSFB / Fishery Trust Director and will be required to manage and liaise with volunteers and deliver a planned programme of invasive non-native species control over the summer period.

These seasonal posts (each lasting up to 3.5 months from date of appointment) are required to help put in place the volunteer network and activity programme, giving the SISI Project Officers additional capacity to carry out activities and implement structures that will protect SISI outputs and outcomes in this large geographical area.

2. Location

These roles are predominately outdoor based and require working across a regional area.

The post with the Esk DSFB will undertake work principally in the North and South Esk and River Tay catchments, across Angus and Perthshire.

The Findhorn, Nairn and Lossie Fisheries Trust position will cover these three river catchments in Moray, with additional opportunities to work on the Rivers Conon and Spey.

3. Key tasks and responsibilities

The Seasonal Project Officers will work closely with the relevant Project Officer and the Volunteer and Communication Officer to undertake the following tasks:

- Work with the Project Officer to develop a practical and deliverable work programme for volunteers.
- Working with local land-managers, ghillies, gamekeepers, communities, volunteers and other stakeholders, recruit, coordinate and maintain a network of volunteers and wildlife management professionals.
- Liaise, motivate and communicate with volunteers as required.
- Deliver American mink control; monitor mink raft and traps and despatch any captured mink
- Organise and where required lead volunteer work parties for the clearance of invasive non-native plants
- Be responsible for all logistics associated with the deployment and workings of volunteer work parties.
- Ensure that all Health, Safety and Environmental requirements are met and protocols followed.
- Record volunteer tasks undertaken and time spent.
- Record the extent and abundance of plants within target populations treated by volunteers.
- Establish a surveillance network to record the occurrence of target INNS.
- Provide training to the volunteer network as required that includes but is not limited to:
 - The set-up, maintenance and running of mink rafts;
 - Humane dispatch of mink (where appropriate);
 - Identification skills for key native species and non-native plants.
 - Data collection according to standardised protocols.
- Monitor the outcomes and impacts of the control work undertaken.

4. Experience and skills

- Well motivated to undertake project tasks in liaison with other Project staff
- Able to carry out manual work, specifically the clearance of invasive non-native plants and the deployment of mink rafts and traps with volunteers
- Previous experience of working with volunteers and leading volunteer groups
- Experience of working / spending time in the outdoor environment
- Good record keeping skills
- Good communication skills and a proven ability to deliver projects with supervision
- A full clean Driving Licence and access to a vehicle insured for business use

5. Salary

A salary of up to £22,000 (pro rata) will be payable dependant on experience.

6. Further information

Further information on Scottish Invasive Species Initiative:
www.invasivespecies.scot

Further information on Esks District Salmon Fishery Board:
<https://www.erft.org.uk/>

Further information on Findhorn, Nairn and Lossie Fisheries Trust:
<https://www.fnift.org.uk/>

7. Applications

Applications, in the form of CV and covering letter (no more than 3 pages), must be received by **12.00 noon on Friday 28 February** and sent to sisi@nature.scot.

You should state clearly whether you wish to be considered:

- for position with the Esk DSFB, or
- for position with the Findhorn, Nairn and Lossie Fisheries Trust, or
- for both posts.

Late applications will not be considered.

8. Interviews

Interviews will take place on **Tuesday 10 March** (for position with Esk DSFB) and **Thursday 12 March** (for position with Findhorn, Nairn and Lossie Fisheries Trust) with local interview locations to be confirmed.

These posts are funded by The National Lottery Heritage Fund and Scottish Natural Heritage, via the Scottish Invasive Species Initiative.