



JOB DESCRIPTION

Job Title	Science and Mitigation Officer
Location	Kyle Fisheries Office, Ardgay and fieldwork in Kyle of Sutherland catchment area
Responsible to	Director of Kyle of Sutherland District Salmon Fisheries Board (KSDSFB)
Working Hours	40 hours per week that will include some weekend and evening work
Holidays	28 days including statutory bank holidays
Remuneration	Commensurate with experience. (5% employers pension contribution)

Organisation

Kyle of Sutherland Fisheries represents two organisations that work closely together. The Kyle of Sutherland District Salmon Fishery Board was initially established in the 1860's and has a remit defined by statute. The remit extends to salmon and sea trout only. The Kyle of Sutherland Fisheries Trust is a registered charity and a company limited by guarantee with incorporation commencing in 2000. The Trust has a much broader remit than the Board with its sphere of operation encompassing all species of fish and the aquatic environment in general.

Job Purpose

The Mitigation and Science officer will work closely with the Director of Kyle Fisheries to deliver mitigation works in the conservation and protection of salmon and other fish species. Key priorities will be to understand the factors affecting fish populations, monitoring and reporting; analysis and production of relevant scientific data and undertaking such works as required to enhance and conserve the river and riparian habitat. The role will involve a considerable amount of fieldwork.

Key Tasks and Responsibilities

Science and Monitoring

- To undertake and co-ordinate monitoring associated with mitigation and remediation activities. This would be expected to include, for example, undertaking electro-fishing surveys and PIT tagging programmes as may be deemed appropriate.
- To undertake and co-ordinate routine monitoring activities such as electro-fishing and seine netting programmes aimed at identifying new issues requiring remedial action.
- Ensure data is properly entered and retained in appropriate databases.
- Assist the director in the identification of new issues requiring investigations.
- Produce reports associated with science and monitoring activities.

Mitigation

- To undertake and co-ordinate mitigation works such as smolt trapping operations within the KSDSFB area.
- Ensure that best practice is being adopted in the delivery of mitigation activities.
- To liaise with the KSDSFB Director to ensure that agreed mitigation is being delivered efficiently.
- To liaise with the KSDSFB Director and other staff to ensure that there is appropriate staff cover for all mitigation tasks undertaken by the Board.
- To ensure that the administration and record keeping associated with mitigation activities is being undertaken to a high standard.
- To liaise with other partner organisations, such as SSE and SEPA, involved in mitigation.
- Ensure that all equipment utilised for mitigation activities is maintained in a serviceable and presentable state reporting any defects at the earliest opportunity.
- Produce reports associated with mitigation activities.

Remediation

- To undertake and co-ordinate practical aspects of remediation projects such as fish passage obstacle easement and removal, riparian zone restoration as well as general catchment remediation projects e.g. peatland restoration.
- To liaise with and provide co-ordination for any contractor or other organisations undertaking remediation actions on behalf of KSDSFB.
- Provide the KSDSFB Director with information required to facilitate successful project management of any remediation projects.
- Assist the KSDSFB Director in identifying new potential remediation projects within the KSDSFB catchment and obtain information to assist the Director in completing funding applications. This would be expected to include data gathering such as electro-fishing programmes.
- Produce reports associated with mitigation activities.

General

- At all times undertake your duties with due regard to KSF Governance and Policies, including safe working practices as detailed in the KSDSFB Health & Safety Policy.
- Undertake such training as may be required in order to maintain the effectiveness of the team.
- Undertake other duties from time to time as we may reasonably require. At all times conduct yourself in a manner that will enhance the image of KSDSFB and maintain good relationships with all those with an interest in the river as well as the public at large.

Experience and Skills

Essential

Ecology or Environmental Science Degree
Full clean UK driving license
Preparation and analyses of scientific data
Experience of working in a team
Excellent organisational skills

Desirable

Experience of fish handling
Experience of telemetry techniques
Knowledge of fish monitoring
Experience of working in education
Knowledge of habitat management

Job Advertisement

Science & Mitigation Officer

Kyle Fisheries are seeking an individual with an ecological or environmental science background to join our existing fisheries team. Key duties will be to co-ordinate and undertake activities and monitoring relating to mitigation for the presence of hydro-electric schemes. Other duties will include general monitoring of fish populations within the Kyle of Sutherland catchment. We anticipate that candidates will be educated to degree level. Experience of fish handling, telemetry techniques and fish monitoring would be an advantage. Salary package commensurate with experience plus 5% employer pension contribution.

To apply please submit your CV and a covering letter outlining how your skills and experience align with the job description.

Send to Dr Keith Williams by post: Kyle of Sutherland District Salmon Fishery Board, Bank House, Ardgay, Sutherland. IV24 3BG. Or by Email: director@kylefisheries.org

Closing date for applications is 8th January 2018.