



The Trent Rivers Trust

Job Title:	Senior Catchment Manager
Job Location:	Trent East – with a focus on the Soar and Lower Trent
Salary and terms:	Permanent Full time Starting salary: £34,217 FTE
Reporting to:	The Director
Purpose:	To manage and develop activity in the specified catchments within the Trent catchment area
Outcomes:	A co-ordinated approach to delivery in the catchment. Expansion of the activities undertaken by TRT within this area matched by increased funding from diverse sources Projects delivered in accordance with agreed timescales and within budget by motivated team members, resulting in a wide range of benefits for the river environment and the wider catchment Better awareness of issues affecting the health of rivers and their catchments amongst stakeholders and members of the public as a result of educational activities

Background

The Trent Rivers Trust has expanded over the last five years and is now of a size that necessitates a revised organisational structure. As a consequence, the decision was taken to structure the management of the organisation around groups of geographically aligned catchments. This will allow for the future effective line management of project teams focusing on catchment delivery.

The TRT will appoint the second of two Senior Catchment Managers covering the east and western Trent respectively to develop and manage activity within these agreed areas.

The two proposed catchment areas are:

- The eastern Trent – Soar, Lower Trent, Idle and Torne and Derwent
- The western Trent – Tame, Anker, Mease, Upper Trent, Dove (in post)

The Role

The Senior Catchment Manager (SCM) will be expected to engage with a range of partners and stakeholders to develop opportunities for delivery for the TRT in the specified catchments. They will raise the profile of TRT within this area,

demonstrating why TRT is the 'go to' organisation for the delivery of projects relating to river catchment restoration and enhancement.

The SCM will develop and manage the delivery of a wide portfolio of projects including those which seek to:

- Improve water quality
- Reduce flood risk by implementing natural flood management measures and SuDS
- Restore river function and raise awareness of issues relating to the health of rivers in the catchment amongst stakeholders and the general public

The main objectives of the post are to:

- Represent TRT within the specified catchment area and promote the work of the organisation to stakeholders, funders and policy makers
- Develop new project ideas and identify possible funding sources which will enable TRT to influence farming practice to improve the water environment
- Lead projects across the catchment area and ensure they are delivered on time, within budget and outcomes and outputs are achieved and where possible, exceeded
- Line manage project managers and project officers working on projects within the catchment, providing technical and functional support as required and monitoring performance
- Contribute to the development of TRT's business plan and organisational strategy
- Over time, secure sufficient funding in order to appoint and manage a team of project managers and officers to deliver the activities across the specified catchments as and when secure funding becomes appropriate
- Assist with the mentoring and training of new members of staff and volunteers
- On occasions and by prior arrangement, the SCM may be required to deputise for the Director and represent the TRT at relevant meetings and events and report to the Board of Trustees as required

Funding

There is no dedicated funding stream for this post although TRT has identified sufficient income from projects in the area to fund this post for twelve months. The manager will be expected to work closely with the Director to identify and secure continued funding streams for this post and project officers working within their team.

Experience and Expertise

- At least five years relevant experience in environmental management
- Highly effective project management skills including strong commercial acumen with the ability to set and manage budgets and to monitor and record progress and outputs
- Evidence of people management skills – the ability to motivate and to manage a diverse team, often working remotely, to deliver results

- Exceptional communication skills with the ability to influence and engage a wide range of individuals and organisations
- Ideally educated to degree level or equivalent in an environmental subject
- An excellent understanding of water environments and the principle impacts influencing water quality, water level management and river processes
- A strong team player who can work independently and relate to other TRT staff to achieve shared work objectives
- A strategic thinker who can contribute constructively to the future development of the wider organisation
- Experience of GIS within the context of recording and interpreting data is essential

Project management and promotion

The Trent Rivers Trust operates a comprehensive accounting and recording system which necessitates all staff to maintain detailed timesheets, monitor costs and to report regularly to funders, team members and Trustees. The SCM will be expected to supervise team members to ensure all reporting requirements are met in a timely and accurate fashion.

The SCM will be expected to promote TRT to stakeholders, funders, policy makers and the media to raise the profile of the organisation and deliver key messages.

Terms and Conditions

- The starting salary for this post is £34,217 FTE. It is anticipated that this will be a full time post but part time working may be considered for an exceptional candidate; the salary will be paid pro rata in this case
- The postholder will be required to satisfactorily complete a six month probation period before being confirmed in post
- The post will require frequent travel around the Trent catchment and therefore a full UK driving licence and access to a car is essential. Mileage expenses will be paid in accordance with the HMRC non-taxable levels. Car insurance providers need to be made aware of this business use
- TRT has an auto-enrolment pension scheme and will contribute a percentage of gross salary (currently 6%) subject to a minimum contribution from the employee (currently 4%) though increases are scheduled from April 2019. Otherwise, the minimum legal rates set by The Pension Regulator will apply. Alternatively, TRT can contribute to a qualifying pension scheme of choice of the successful post holder. TRT recommends seeking independent legal advice in regard to pensions
- The post attracts an annual holiday entitlement of 25 days plus eight statutory bank holidays for a FTE post, calculated on a pro rata basis for part time hours
- The post holder will be expected to work from home but can make use of the TRT office at Ilkeston whenever necessary. A small 'working from home allowance' is payable on a pro rata basis but employees are expected to provide a broadband connection which can be used for TRT business. Office

consumables can be claimed on expenses when used directly for TRT purposes, subject to approval

- The appointment will be permanent, subject to ongoing funding availability

The Trent Rivers Trust Work Ethos

The Trent Rivers Trust comprises a small team of environmental professionals dedicated to the improvement and enhancement of the Trent Catchment. Staff members work largely unsupervised and often in isolation although regular team meetings are organised and staff are encouraged to meet up regularly to share ideas and develop work themes and projects.

TRT recognises the importance of a strong work-life balance and actively promotes this. A high degree of flexibility is provided to staff members in relation to hours and location of work in return for unstinting commitment and absolute honesty and integrity. Staff members are expected to work unsocial hours when necessary, including occasional weekends and evenings.