

**Salmons Brook Natural Flood Management Officer**

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| Job Description |

**Salary:**  £27,000 - £30,000 per annum, 35 hours per week

**Contract length:** 4 Years

**Location:** Bow Lock Office, Bromley by Bow, E3 3JY and potentially occasionally working from Enfield Council’s Offices.

**Responsible to:** Senior Programme Manager - Improving Rivers

**Purpose of the job**

We are looking for a committed and enthusiastic person to join the Thames21 team as our Salmons Brook Natural Flood Management Officer. You will be working closely with: Enfield Council, Environment Agency and Brunel University, to develop and deliver natural flood management in the upper reaches of the Salmons Brook catchment, a tributary of the Lea. The catchment includes a range of land uses include arable and park land in the form of Trent Country Park. A key element of this job will be developing and delivering co-designed and co-owned Natural Flood Management features throughout the landscape. The interventions the post-holder will deliver on the ground will be part of a network feeding into the National Natural Flood Management evidence base, so this is an exciting opportunity to be at the forefront of NFM research and delivery in the UK. This post will receive support from a range of partners including a PhD based at Brunel University which will be modelling and monitoring the interventions helping to provide further evidence regarding the success of the project.

**Main duties and responsibilities**

* Work closely with farmers, landowners, partner organisations and the local community to develop and deliver catchment-scale programmes of NFM interventions such as tree planting, offline water storage areas, online water storage areas (floodplain reconnections and leaky dams), field bunds and hedgerows, peat restoration and soil improvements;
* Project manage the NFM project including financial management & budgeting, project planning, consent applications, tendering and on-the-ground delivery / contractor management;
* Co-ordinate partnership steering groups for your projects (where required), these will comprise key partner organisations and local community representatives and report on progress to funders;
* Work with Natural England and other partner organisations to understand the implication of NFM interventions on existing or new farm environmental stewardship agreements such as Higher Level Stewardship and Countryside Stewardship and work to ensure that, where appropriate, Countryside Stewardship options are taken up;
* Promote Thames21 and the NFM project both locally, regionally and nationally: coordinate relevant project communications and publicity with the Communications Team (written, in person and social media); create and update project pages on website; provide talks and presentations on the NFM Projects and their activities; produce leaflets and publications, respond to enquiries relating to the projects and the Trust and its activities;
* Disseminate relevant project results, including production of materials where and when required for staff and volunteers including production of case studies to further highlight our work; and
* Educate and inspire - through all aspects of work undertaken - on all aspects of good catchment/watercourse management and the benefits a well-managed catchment for multiple approaches can have for people and wildlife.
* Working closely with Thames21’s Head of Improving Rivers, provide support and information to inform applications for match funding the Salmons Brook NFM project and identify additional opportunities for match funding; and
* Lead on small scale funding bids to support your project.
* Work with Thames21 Education team to ensure the expertise and knowledge gain from this project can be integrated into Thames21’s Education offer.
* Regularly update Thames21 systems including the ThankQ, database
* This job description cannot cover every issue or task that may arise within the post at various times and the post-holder will be expected to carry out other duties from time to time which are broadly consistent with those in this document

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| **Person Specification** |

**It is essential that in your application you give evidence or examples of your proven experience in each of the following criteria including the competencies.**

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| **Qualification, development & knowledge** | **Essential** | **Desirable** | **Assessed by** |
| A degree in Environmental or Agricultural related discipline | X |  |  |
| Working Knowledge of IT systems including Microsoft Office and QGIS. | X |  |  |
| Full Clean Driving licence and confident to drive a long wheelbase van around London. | X |  |  |
| **Experience of:** |  |  |  |
| Proven track record of successful delivery of relevant farm advice and/or environmental projects | X |  |  |
| Building good working relations with farmer and landowners including an understanding of farming systems | X |  |  |
| Knowledge and understanding of Nature Conservation, land/catchment management and geomorphological processes. | X |  |  |
| Developing, managing and delivering volunteering events |  | X |  |
| Experience of contractor and budget management |  | X |  |
| Working knowledge of farm environmental stewardship schemes |  | X |  |
| **Skills and competencies** |  |  |  |
| A self-starter, able to spot opportunities, with the enthusiasm and energy to implement new strategies. |  | X |  |
| Persuasive verbal and written communication skills: an excellent communicator able to communicate at all stakeholders. |  | X |  |
| Ambitious and self-motivated and will be able to work on own initiative | X |  |  |
| Strong administrative skills and the ability to manage multiple tasks simultaneously. |  | X |  |
| Practical and a hands-on approach to delivering successful activities | X |  |  |

**Additional Information**

* Thames21 have a Work Place (Auto Enrol) Pension Scheme with NEST
* The post holder may supervise volunteers from time to time and this position may be subject to a DBS Check
* The post holder must be prepared to work occasional evenings and weekends
* The post holder must be willing to travel sensibly throughout London and occasionally throughout the UK over night
* 25 days paid annual leave are available plus public holidays. In addition, the Thames21 office is closed between Christmas and New Year.
* Thames21 operate a flexitime system of working
* Interest free season ticket loan or bike loan
* Childcare voucher scheme
* Mobile phone for company use

**To request application details e-mail: michael.heath@thames21.org.uk**

**or visit our website at** [**www.thames21.org.uk**](http://www.thames21.org.uk)

**Please note that we do not accept CVs but request you complete our application form which can be found on our website.**

**Closing date for completed application forms: Noon Friday 11th May 2018**

**Interviews to be scheduled WC 21st May 2018.**