



## JOB DESCRIPTION

<b>Job Title</b>	<b>Senior Science Officer</b>
<b>Location</b>	Kyle Fisheries Office, Ardgay and fieldwork in Kyle of Sutherland catchment area
<b>Responsible to</b>	Director of Kyle of Sutherland District Salmon Fisheries Board (KSDSFB)
<b>Working Hours</b>	40 hours per week that will include some weekend and evening work
<b>Holidays</b>	28 days including statutory bank holidays
<b>Remuneration</b>	Within the band of £45,000 - £48,000 (+5% employers pension contribution)

## Organisation

Kyle of Sutherland Fisheries ( <https://kylefisheries.org> ) represents two organisations that work closely together. The Kyle of Sutherland District Salmon Fishery Board (KSDSFB) 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 (KSFT) is a registered charity and a company limited by guarantee with incorporation commencing in 2000. The Trust has a much broader remit than the KSDSFB with its sphere of operation encompassing all species of fish and the aquatic environment in general.

## Job Purpose

The Senior Science Officer will work closely with the Director of Kyle Fisheries to deliver mitigation works for 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 associated environment. The role will involve a considerable amount of fieldwork and the responsibility for the line management of fieldwork staff.

## Key Tasks and Responsibilities

## **Science and Monitoring**

- To undertake and co-ordinate monitoring activities. This would be expected to include, for example, undertaking electro-fishing surveys and PIT tagging programmes as may be deemed appropriate.
- To undertake local delivery of national projects such as the National Electro-fishing Programme Scotland and the National Adult Salmon Sampling Programme.
- To maintain the network of temperature data loggers as part of the Marine Directorate's SRTMN project.
- Data management and entry to associated databases.
- 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 and 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 and in-river restoration projects e.g., gravel reintroduction.
- 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 remediation 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, Environmental Science, or another relevant Degree

GIS skills, ideally using ESRI/ArcGIS  
Preparation and analyses of scientific data  
Well proven experience of working in a team, and specifically in leadership roles  
Excellent organisational skills  
Experience of fish handling  
Knowledge of fish monitoring  
Full UK driving licence

**Desirable**

Postgraduate qualification in a relevant field  
SFCC Team Leader qualified electro-fishing or equivalent  
Experience of telemetry techniques  
Knowledge of habitat management and restoration techniques