



JOB DESCRIPTION

Job Title	Water Bailiff
Location	Kyle of Sutherland catchment
Responsible to	Head Bailiff, Kyle of Sutherland District Salmon Fisheries Board
Working Hours	40 hours per week flexitime
Holidays	28 days pro-rata including statutory bank holidays
Remuneration	Commensurate with experience. (5% employers pension contribution)

Organisation

The Kyle of Sutherland District Salmon Fisheries Board (KSDSFB) is an organisation tasked with protecting and improving the salmon and sea- trout fishery and the riparian habitat of the 5 rivers flowing into the Kyle of Sutherland. KSDSFB has been in existence since the 1860s and has a proud history of protecting, managing and enhancing fish stocks in the area. KSDSFB typically employs six or more full time members of staff in addition to seasonal staff as required.

Job Purpose

The primary purpose of the role is to reduce and eliminate illegal fishing activity Fisheries law enforcement is undertaken in the Kyle catchment by a team of water bailiffs. Bailiffs typically hold a warrant issued by KSDSFB which confers specific powers to the individual.

Key Tasks and Responsibilities

- To operate as a Water Bailiff in terms of the Salmon and Freshwater Fisheries (Consolidation) (Scotland) Act 2003 within the direct and extended jurisdiction of KSDSFB to detect and prosecute perpetrators of illegal fishing.
- To ensure that, working within KSDSFB Enforcement team, that poaching is suppressed.
- To liaise with the community and fisheries professionals within the jurisdiction of KSDSFB and to establish working relationships in an attempt to gain intelligence on illegal fishing activity.
- To liaise with Police Scotland and other law enforcement agencies as required.
- To ensure that administration associated with poaching cases is prepared accurately and timeously.
- To ensure that all log books are kept to a satisfactory standard and up to date.
- Ensure that all equipment issued to you is maintained in a serviceable and presentable state reporting any defects at the earliest opportunity.

General

- To carry out and monitor when instructed all habitat schemes promoted by KSDSFB and report anything that might affect the rivers or the welfare of fish stocks.
- To conduct regular tributary inspections and report problems at earliest opportunity. Undertake minor repairs when this is within your capabilities.
- To conduct obstacle clearance works in conjunction with other members of KSDSFB staff and/or river workers.
- To assist with additional surveys of particular activities or features within the catchment as required.
- To assist with fish rescues, survey work and predator control in any part of the KSDSFB jurisdiction as directed.
- 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 may be reasonably required. 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

Person specification

The postholder must be able to work unsupervised and also work well as part of a small team. For much of the year, work is undertaken during the night and the ability to undertake shift work and be flexible in terms of hours worked and tasks undertaken is essential. During the winter months a wide range of activities are undertaken, such as tree planting, therefore the ability to adapt to different tasks is key to the successful integration of the individual into the existing team.

Experience and Skills

Essential	Desirable
Full driving licence	IFM Scottish water bailiff exam pass
Proven oral and written communication skills	Experience of fishery or other law enforcement
Willingness to undertake training	RYA Power boat certificate