

**Job Title:** Chalk Stream Resilience Officer (Lavant)

**Employer:** Western Sussex Rivers Trust (the new name for the Arun & Rother Rivers Trust)

**Reports to:** Chief Executive

**Salary:** Grade 4 – £31,867 - £42,488  
Annual Leave – 25 days + Bank Holidays

**Hours:** Full time (37.5 hours per week). This will be split between Chalk Stream Resilience (3 days) and other WSRT project work (2 days).

**Contract:** PAYE 36 months fixed-term contract

**Location:** Working across the Lavant Catchment & in other locations within reasonable distance of the Lavant catchment.

**Base:** Hybrid Working (Home & Office in Fittleworth, West Sussex)

Are you captivated by the beauty of chalk streams and passionate about helping them thrive? Are you able to inspire people to love and care for rivers? Do you want to work for an ambitious local charity? If so this could be the role for you.

**Purpose of the job:**

Chichester District Council (CDC) have made a fantastic investment in their precious chalk streams, working together with the Western Sussex Rivers Trust to focus on Chalk Stream Resilience.

This role will bring people together to make significant improvements to the Lavant chalk stream. We're targeting actions to improve water quality, restore natural processes and connect people with this rare and special habitat on their doorstep. We have wonderful passionate volunteers in this catchment, and a diverse group of stakeholders primed and ready to get started on improving the river. This is an unprecedented opportunity to play a key role in securing a brighter future for the Lavant chalk stream.



The Arun and Rother Rivers Trust trading as the Western Sussex Rivers Trust.

Registered office: c/o Barlavington Estate Office, Dye House Lane, Duncton, Petworth, West Sussex GU28 0LF

Registered in England & Wales as a company limited by guarantee.

Company Registration No: 7853698 Registered Charity No: 1147477

Email: [info@arrt.org.uk](mailto:info@arrt.org.uk) Website: [wsrt.org.uk](http://wsrt.org.uk)

### **Principal Responsibilities:**

- Establish and grow a sub-catchment partnership for the Lavant, hosting regular meetings and fostering a positive spirit of collaboration.
- Inspire the partnership to strive for an ambitious vision to restore the Lavant to good health, drawing out common aims and objectives and developing a pipeline of projects.
- Plan and deliver tangible 'on-the-ground' action to improve the health and resilience of the River Lavant.
- Identify and facilitate opportunities for quick-win projects to improve water quality, build resilience to climate change and restore natural processes.
- Working with internal and external colleagues to plan and deliver such projects, eg. landowners, contractors, Environment Agency and Southern Water.
- Work with the community and partners to plan and deliver public events to inspire people to cherish the Lavant and understand its value for us all.
- Liaise with Western Sussex Rivers Trust (WSRT) Communications support, and CDC Comms team to formulate a Communications plan and deliver regular Communications outputs.
- Work with the WSRT Volunteer Coordinator to recruit and train volunteers to monitor water quality, Riverfly and invasive non-native species.
- Deliver awareness-raising and education sessions for local groups, schools, parish councils etc., working with other WSRT team members.
- Monitor progress against agreed objectives and prepare regular reports to CDC, participating in meetings and giving presentations when required.
- To support WSRT work on a wide range of projects on other rivers, focusing on volunteer and community engagement, education, river restoration etc. as appropriate to the postholder's skills and experience.
- Perform administrative duties as required by the role.
- To carry out any other duties in line with the role as required by the WSRT Trust Manager and Trustees.

### **Teamwork**

- Act as a responsible WSRT team member and develop productive collaborative working relationships with other stakeholders in the Lavant catchment.
- Contribute to and/or lead on team meetings, training and/or committees internally or externally.
- Work with Trustees & WSRT Staff to sustain and strengthen an inclusive, supportive, caring working environment.

### **Other duties**

You are required to be flexible, undertaking such other duties appropriate to the grade and content of the work as may reasonably be required of you. Please note that, in consultation with you, WSRT reserves the right to update your job profile to reflect changes in, or to, your position.

### **Benefits**

- You will be a member of a small, dynamic, passionate, and supportive team, joining WSRT at an exciting time of growth.
- 10% Recharge policy – WSRT team members are encouraged to take 10% of their working week for mental and physical recharge, getting out into the catchment to explore a new area, further their knowledge or enjoy a river-related activity.

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- 25 days holiday, plus bank holidays and Christmas to New Year shutdown.
- Flexible working.
- Employee assistance programme (counselling, specialist legal and financial support).
- Pension scheme (3% employee, 5% WSRT).

### **Equality, Diversity & Inclusivity**

Take responsibility for upholding and complying with WSRT's Equality, Diversity, and Inclusivity policies and for behaving in ways that are consistent with fair and equal treatment for all.

WSRT believes that everyone has the right to be treated equally and that the diversity of individuals and groups should be embraced, valued, and respected. WSRT is committed to eliminating any form of discrimination be it direct, indirect, harassment or victimisation.

### **Health and Safety**

Take responsibility for ensuring that workplace responsibilities within WSRT are carried out with full regard to, and in support of, WSRT's Health and Safety policies.

### **Sustainability and Environment**

WSRT actively seeks to improve its environmental performance and will comply, as a minimum, with all relevant environmental legislation, regulations and codes of practice. All staff are required to support WSRT's Environment Policy.

### **Data Protection**

You will be responsible for ensuring that your workplace activities for WSRT are carried out in compliance with the requirements of the Data Protection legislation especially concerning confidentiality, treatment of personal information and records management.

### **Right to Work**

The current British and European Law states that the WSRT cannot employ a person who does not have permission to live and work in the UK. All new employees will need evidence of their right to work including evidence of settled status, pre-settled status or a valid visa.

### **Disclosure Service Certification from the Disclosure and Barring Service**

The postholder will be required to hold Disclosure Service certification from the Disclosure and Barring Service (DBS). Further information about the Disclosure and Barring Service is available from the DBS website at <https://www.gov.uk/government/organisations/disclosure-and-barring-service>

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**Attributes and Person Specification:**

|                                     | <b>Essential</b>   | <b>Desirable</b>   |
|-------------------------------------|--|--|
| <b>Knowledge and Qualifications</b> | <p>A solid understanding of the issues facing our rivers including those related to water quality, climate change and modification.</p> <p>A good understanding of river and catchment management, including measures to improve water quality and restore natural processes.</p> <p>Understanding of the drivers and needs of a range of stakeholders (landowners, farmers, local communities, water companies and government agencies).</p>  | <p>Formal professional qualifications in river/catchment management and restoration.</p>               |
| <b>Skills</b>                       | <p>Excellent organisational skills and proficient IT skills.</p> <p>Confident interpersonal and communication skills to present to a wide range of people, inspiring love and support for our rivers.</p> <p>Written skills including report writing and proposal development.</p>   | <p>Able to use GIS.</p> <p>Fieldwork and surveying.</p>  |
| <b>Experience</b>                   | <p>Experience working in a similar role.</p> <p>Working in partnership with multiple diverse stakeholders to deliver projects collaboratively.</p> <p>Working with and championing community groups and volunteers.</p> <p>Proven ability to bring people together and work in a team across organisations.</p>  | <p>Experience of working on river restoration projects.</p> <p>Experience of managing contractors.</p> |
| <b>Personal attributes</b>          | <p>Able to operate with autonomy and as part of a small cohesive team.</p> <p>Reliability and integrity, together with an enthusiastic and positive attitude.</p> <p>Able to cultivate effective relationships with a wide range of people, based on trust and mutual respect.</p> <p>Empathic and diplomatic, a good listener who can validate opposing views and draw out common goals and aspirations.</p> <p>Passionate about all that the chalk streams resilience project could achieve.</p> |  |

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## **How to Apply**

Please email a cover letter and CV to [info@arrt.org.uk](mailto:info@arrt.org.uk). We welcome informal discussions if you would like further information about this role or working for WSRT.

Your cover letter should detail how you fit the role & person specification and be no longer than two pages.

**Applications should be made by Monday 7<sup>th</sup> Oct 2024 at 9am.**

**In-person interviews will take place on Monday 14<sup>th</sup> October 2024.**