



23rd October 2024

The Skye and Lochalsh Rivers Trust is a fisheries-focused charity (OSCR number SC039771) geared towards the conservation and management of wild fish and the wider freshwater environment. The Trust was initially formed in 2008 and covers the Isle of Skye, Raasay, the Small Isles, and a large section of Lochalsh. We are passionate about the conservation of our native fish populations and the development of projects that benefit local aquatic ecosystems and their inhabitants.

Our programme of work encompasses a wide range of activities including annual monitoring, consultancy services, scientific research in both freshwater and coastal areas, and outreach events in our local communities. We engage with a variety of charitable and academic partners, as well as river proprietors, fishers, members of the public and other relevant stakeholders. The Trust also actively participates in consultations and other stakeholder events related to government legislation and industry developments that are relevant to our area and the wider west coast of Scotland, particularly those relating to salmon aquaculture.

SLRT is currently recruiting a full time, permanent Trust Director to lead our small team and who will be responsible for the leadership, strategy development, and grant identification and management of our organisation. The Trust Director will report to the Trust Chair and will direct the work of the SLRT staff including the Trust's Fisheries Biologist, Administrator, and seasonal field assistants. The Trust Director will have the opportunity to support the Fisheries Biologist and staff when their schedule allows, but field work will not be the primary focus of the Director's responsibilities. The successful applicant will design annual work programmes and budgets, produce formal reports, present project results, meet with clients and stakeholders, engage in meetings with aquaculture operators and regulating bodies, and identify funding opportunities for restoration and conservation projects.

Further details about the role can be found in the job description below.

If you are interested in applying for this position, please submit your C.V. and covering letter to **biologist@slrt.org.uk** no later than 17:00 on 22nd November. Interviews will take place at the end of November/beginning of December with the successful candidate taking up post as soon as possible thereafter.



Job Description

Job Title: Trust Director

Duration: Permanent post

Salary: £34,000- £36,000, starting salary is negotiable depending on experience. Pay rises will be reflective of general performance as well as Trust and project development.

Hours: 37.5 hours per week, some flexible hours over weekends and evenings

Location: Scottish Highlands. Flexibility is anticipated for allowing some remote working combined with regular in-person attendance at relevant times within the Trust's area.

Specific duties will include:

- Oversee a small team of staff including various staff management decisions, HR requirements, training needs, etc.
- Maintain regular communications with Trust Chair and other Trustees
- Produce and follow annual budget
- Identify, scope, and apply for funding for relevant projects that include the appointment of specific Project Officers
- Engage with the aquaculture industry (both local staff and management) regarding wild fish interests and required monitoring work
- Engage with other development industries (Scottish Water, BEAR Scotland, SSE, forestry groups) and provide guidance on relevant fisheries issues in proposed work sites
- Engage with government organisations (Marine Directorate, SEPA) and other fisheries charities (other Trusts, Fisheries Management Scotland) and provide responses and local information/insight
- Engage with local community and stakeholder groups
- Negotiate and conclude contracts with all relevant bodies
- Responding to press communications and information requests
- Maintain a risk register

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Skye & Lochalsh Rivers Trust is a company (VAT Reg No. 461140234) registered in Scotland No. SC344382 and a charity registered in Scotland No. SC039771

Attributes	Essential Selection Criteria	Desirable Selection Criteria
Education	<ul style="list-style-type: none"> • Post-graduate degree 	<ul style="list-style-type: none"> • PhD in a relevant discipline
Experience	<ul style="list-style-type: none"> • 3+ years of delivering wild fish monitoring projects/research using a variety of methods • Leading a small team of staff • Familiarity with wild fish-salmon aquaculture interactions • Identifying and successfully applying for grant funding • Budget and financial management • Stakeholder engagement 	<ul style="list-style-type: none"> • Practical experience delivering catchment-wide restoration projects
Skills & Knowledge	<ul style="list-style-type: none"> • Knowledge of Scottish freshwater fish biology (particularly salmonids), other aquatic species, and current pressures/threats to them • Knowledge of basic riparian/aquatic restoration principles • Formal report writing and presentation skills • Proficiency in basic ArcGIS and R programmes, as well as Microsoft Office • Excellent problem solving skills • Excellent interpersonal communication skills and team working skills • Excellent time management skills and ability to meet deadlines • Full driving licence 	<ul style="list-style-type: none"> • Electrofishing Team Leader certification • Responding to planning applications • Knowledge of historical Skye and Lochalsh fisheries and existing pressures • Geographic knowledge of the Skye and Lochalsh area • Understanding of existing legislation relating to wild fish populations
Personal Requirements	<ul style="list-style-type: none"> • Access to your own transport • Already located in or willing to relocate to the Scottish Highlands 	<ul style="list-style-type: none"> • A good level of physical fitness to assist with occasional fieldwork