

Job Description

Job Title:	GIS and Data Officer
Location of job:	Home Based
Post holder reports to:	Head of Land Management
Reporting to post holder:	N/A

Overall purpose of the job:

The primary purpose of the position is to underpin the evidence-based approach taken by the Trust by managing, analysing and communicating spatial data to inform effective river catchment management.

Salary	£22,704 – £28,381 per annum plus pension at 8% with a 5% officer contribution (rising to 9% and 6% respectively in 2021) pro rata
Position type	Part time (0.6FTE) for an initial 12 months (extension subject to funding)
Working hours	22.5 hours per week (FTE - 37.5 hours per week)

Introduction to the Trust

The Severn Rivers Trust is a proactive and adaptable organisation. Our motto is “*We get our feet wet*”. The Trust is the only organisation that undertakes works across the entire River Severn Catchment in both England and Wales. We are therefore in prime position to be a lead player in the future management and restoration of activities on the river.

Since the Trust’s inception in 2008, we have grown considerably, taking on more staff and undertaking bigger and more ambitious projects. This puts us in an influential position within the region, nationally, and more recently, internationally. We are an organisation that achieves and makes a real difference for the environment and communities.

Our vision: *The water and wildlife of the River Severn and its tributaries are thriving and people will value and care for their river.*

The Trust will achieve our Vision by working with communities at a river catchment level, to ensure suitable and sustainable land and water management is undertaken alongside the restoration and protection of habitats and wildlife. This **Mission** is led by our **Guiding Principle** of *working at a River Catchment Scale*.

In the first ten years of the Trust we have been very successful in undertaking works across the catchment from fish passage improvements and land management advice; to working with schools groups and citizen science.

The Trust’s new five year Strategy has resulted in the creation of five **Strategic Aims** to achieve the Mission over the next five years. These aims are:

Clean and adequate quantity of water

We work cooperatively with land managers/owners to improve water quality and manage water more efficiently to the benefit of people and nature

Healthy rivers for fish and other Wildlife

We work to protect and enhance the diversity of native species within resilient habitats, in particular healthy, recovering wild fish populations

People value rivers and take action

We undertake interactive, fun and informative activities that encourage appreciation, engagement and involvement with their local river

A Sustainable Trust

We are a robust, well-governed organisation with a secure financial and legal future and with suitable resources to achieve the mission of this Strategy

Our people are valued

We will create a high performance culture, through training and development, which is continually improving and adapting to the Trust’s strategic direction.

Role outline

The Severn Rivers Trust is looking for an environmental scientist with strong GIS and data analysis skills to join its team. Working alongside experienced staff and partners, you will provide technical support and knowledge-sharing solutions to facilitate the use of data and evidence for integrated catchment management across the Severn Catchment.

This is a new role within the Trust and the first dedicated GIS and Data position. The primary purpose of the position is to underpin the evidence-based approach taken by the Trust by managing, analysing and communicating spatial data to inform effective river catchment management.

- You will set up a spatial database which will combine data from a variety of sources, including that provided to Catchment Based Approach Data Package (<https://catchmentbasedapproach.org/learn/nationalevidence-desktop-caba-gis-data-packagev5/>).
- You will lead on spatial analysis for the Trust identifying opportunities and supporting colleagues and partners to interrogate, analyse, visualise and present data to support the ecosystem services/natural capital planning and integrated catchment management activities of the Trust and the Catchment Partnerships that it hosts.
- You will have a good understanding of environmental data and how it can be used; experience with tools for spatial analysis; and will be able to incorporate and use remotely sensed data,
- You will be involved in a variety of projects, ranging from multi-year landscape scale programmes to short-term local restoration projects. This will require you to work on defined tasks across the Trust's teams, as well as taking the initiative to identify further opportunities in which GIS-based analysis, data collation and data visualisation could be used to enhance and support projects and funding applications.

Whilst this is the first dedicated GIS role within the Trust, some colleagues do have GIS knowledge and you will support them to expand their skills where appropriate.

The successful candidate will be part of a dynamic team, and will contribute to building the technical capacity within the Severn Rivers Trust. You will become a key part of the organisation's future.

KEY DUTIES AND RESPONSIBILITIES (and approximate proportion of time)

1. Spatial Analysis and Data Presentation to Support Environmental Decisions (80%)
 - a. Support staff in spatial data analysis and presentation, in particular the production of materials for land manager reports.
 - b. Work closely with colleagues to identify opportunities for spatial data analyses bringing innovative approaches which will enhance the understanding of environmental issues and their solutions.

- c. Process and analyse data from a variety of sources (e.g. open source, government, citizen science) to support evidence-based decision making and inform catchment management priorities, e.g. targeting measures to improve water quality, water resources, habitat restoration and natural flood management.
 - d. Support staff to collect, collate, present, analyse and refine environmental information to facilitate decision making.
 - e. Support the Trust to take a Natural Capital approach, supporting the creation of decision-making tools and evidence, such as risk and opportunity maps for water resources, biodiversity and other ecosystem functions.
 - f. Be responsible for effective presentation and communication of spatial data and facilitate its interpretation, including high quality visual outputs to support stakeholder engagement, reports and decision making.
2. Data Coordination and Management (15%)
 - a. Develop and coordinate spatial databases for the Trust, and its not-for-profit trading subsidiary, Severn Rivers Ecology Ltd.
 - b. Be responsible for holding and maintaining datasets for the Trust, its partnerships and trading arm, including data assurance and quality control.
 - c. Be responsible for the management of all data and software licences.
3. Project and GIS Function Development (5%)
 - a. Contribute to the development of projects and funding applications.
 - b. Support colleagues in the development of their own GIS and data management capabilities.
 - c. Attend relevant training, workshops, meetings and conferences on behalf of the Trust to share knowledge and best practice in GIS and data management.
 - d. Lead on development of GIS capabilities and opportunities for the Trust and its trading arm.

In addition to the above you are required to carry out such other duties and/or tasks as are required from time to time for the efficient operation of the Trust. You are to carry out such additional duties upon reasonable request from your line manager or anyone authorised to act on their behalf. You will ensure that all your activities are managed efficiently and are based on sound scientific knowledge and best working practice, associated with the overall ethos of the Catchment Based Approach.

In addition to the duties and responsibilities listed, the post holder shall lead by example, ensure your team take responsibility for the safety of colleagues, volunteers, themselves and others. You shall comply with Severn Rivers Trust's Health & Safety and Safeguarding policies and defined standards.

Requirements	Essential	Desirable
1. Knowledge, Understanding and Experience		
1. Minimum of a relevant degree level qualification e.g. GIS, Geography, Environmental Science or equivalent professional experience	X	
2. Competent in processing remotely sensed datasets for GIS analysis	X	
3. A good level of knowledge and understanding of environmental datasets relevant to catchment management	X	
4. Higher degree involving GIS or at least two years' work experience in GIS		X
5. A good understanding of catchment management, hydrology or environmental management		X
6. A good understanding of natural capital and ecosystem services, including multiple benefits, value, risk and uncertainties		X
7. Experience running spatial models in GIS, e.g. SCIMAP		X
8. Experience of using computer programming languages e.g. Python, R, including data processing or visualisation		X
9. Experience of working in partnership with a range of organisations and sectors to achieve common goals		X
10. Experience of open source reporting apps e.g. Survey123		X
11. Track record of successfully delivering projects and satisfying funders' requirements		X
12. Track record of successful funding applications		X
2. Skills, Ability and Personal Attributes		
13. Advanced desktop and online GIS skills (preferably ESRI & QGIS)	X	
14. Ability to overcome technical GIS problems using own initiative and online resources	X	
15. Excellent IT skills, including MS Office	X	
16. Strong analytic skills in reviewing and synthesising data and evidence	X	
17. A keen interest in the environment	X	
18. Skilled in clearly presenting spatial data to a variety of audiences	X	
19. Excellent data management skills including relational databases	X	
20. Excellent organisational skills and able to work to tight deadlines, in particular working remotely	X	
21. Proven ability to work in a team with a range of partners	X	
22. Excellent communication skills for both internal and external audiences	X	
23. A self-starter and able to work to a common goal unsupervised	X	
24. Enthusiastic, upbeat and passionate	X	
3. Miscellaneous		
25. Commitment to equality of opportunity	X	
26. Full driving licence	X	
27. Ability to work occasional evenings and weekends if required	X	
28. Willingness to travel for work if required	X	

General Notes

This post is home based for the foreseeable future. Preference is for the individual to be based within the Severn catchment to allow for greater face-to-face communication though this is not essential.

Travel around the Severn Catchment may be necessary therefore a current driving licence and access to a vehicle is essential.

This position will from time to time require work during some evenings, weekends and public holidays to meet the needs of the post. A time-off in lieu system is operated by the Trust.

We expect you to carry out your job responsibilities in an environmentally aware manner, ensuring as little damage to the environment as possible. Our aim is to ensure all resources are utilised effectively and efficiently. You will be expected to apply 'sound value for money' principles and follow green procurement guidelines in undertaking purchasing or supply of goods and services.

In the Severn Rivers Trust, volunteers are a major resource and make a vital contribution to the Trust's aims to take action for the conservation and protection of the River Severn and its environment. You will be expected to encourage, develop and support volunteer involvement in our work.

Application Process

Please send any queries for this post to admin@severnriverstrust.com including the job title in the subject.

To apply for this role please forward a cover note (maximum two pages) focussing on your relevant experience and knowledge for this role and a full CV to admin@severnriverstrust.com

Deadline for applications – Wednesday 8th July 2020

Interviews for this post will take place virtually using *Microsoft Teams* on Tuesday 14th July 2020

Please note, due to limited resources you will only be contacted should you be successful in gaining an interview. We would like to thank you for your interest in this position.