

### Research Officer

**Grade:** 7

**Directorate:** Conservation

**Location:** Slimbridge

**Reporting to:** Principal Research Officer, Wetland Science

**Main function of post:** To deliver science to inform the conservation of wetland nature.

**Supervisory responsibilities:** Volunteers

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### Main duties of the post

1. To deliver scientific data collection, management and reporting agreed under the WWT Programmes and projects
2. To play a role in ensuring that WWT scientific outputs have maximum impact, for the benefit of wetland conservation and WWT, by supporting their communication to scientific audiences, staff of other WWT departments, WWT supporters and the wider public.
3. To support the successful development of the Conservation Evidence Department by:
  - Participating pro-actively in the sharing of ideas, skills and working practices
  - Building collaborations with academia, NGO's and government agencies in the UK and overseas, and representing WWT on appropriate national/international research and conservation fora where this meets WWT objectives
4. To actively maintain existing and develop new scientific skills, and stay abreast of relevant scientific developments.
5. Participate as a technical expert in project teams as requested, including supporting decision-making by the Project Manager and delivery of project communications
6. To support the conservation and engagement work of WWT more widely, by responding in timely fashion to requests for input to casework, conservation policy, and engagement with members and supporters.
7. To provide leadership to all volunteers and research students within the team, enabling every team member's contribution to be maximised by ensuring that the appropriate levels of direction and support are provided through professional line management in line with WWT's people frameworks.
8. To work alongside volunteers encouraging, developing and supporting them in their work for WWT, ensuring that they have a positive volunteering experience.
9. To be responsible for working within the WWT health and safety policy and guidelines ensuring that the health, safety and wellbeing of yourself and others is an integral part of how you work

10. To engage with the WWT Sustainability Statement being aware of negative environmental impacts and incorporating sustainable ways of working within your role.
11. To interact with our visitors and supporters in a positive way, shaping unforgettable experiences and helping them understand and connect to wetlands.

In addition to the duties and responsibilities listed, the post holder is required to perform any other reasonable duties that may be assigned by the supervisor shown above, from time to time.

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**Date raised:**

**Amended:** 29 July 2019

# Person Specification

## 1. Qualifications

### *Essential:*

- Degree or equivalent experience in a relevant wetland science subject
- Current driving licence and passport

### **Desirable:**

- Postgraduate qualification in a relevant subject wetland science subject
- Specialist skills in freshwater fish ecology and surveying

## 2. Experience

### *Essential:*

- Graduate-level experience of implementing relevant science programmes
- Understanding of experimental design and sound scientific methods
- Experience and current knowledge of national and international conservation issues, especially as they relate to wetlands
- Experience of working with fish in freshwater and/or estuarine systems, including specialist survey and sampling approaches.
- Substantial skills in relevant scientific data gathering and management methods

### *Desirable:*

- Experience of measuring and analysing environmental variables such as water flow, level, chemistry, geomorphology.
- Understanding of fish in tropical freshwater systems

## 3. Managerial & Supervisory

### *Essential:*

- Ability to manage volunteers and students, including those that are out-posted

Type of staff	Number managed	Number supervised
Employed Staff	0	0
Volunteers / Casual Workers	0-4	0 - 20+ (citizen science projects)
Contractors	0	0

## 4. Responsibility

### **Essential:**

- Ability to work independently and with professional competence, often away from home and in isolated conditions
- Considerable autonomy over day-to-day work-programme with good time-management skills
- Ability to supervise and coordinate citizen scientists
- Ability to support the implementation of national and international conservation projects
- To be responsible for the delivery of scientific data collection, management and reporting in a rigorous and timely fashion
- Ability to manage equipment and resources efficiently
- To be responsible for providing technical expertise as part of project teams
- Ability to follow COSHH, health and safety and other regulatory procedures

### **Levels of Responsibility:**

Type of Responsibility	Level (£'s)
Expenditure (sign off level)	Up to £1,000
Project Size (normally managed)	Small
Cash Handling	£500
Assets (required for job, exc. buildings)	£10,000
Visitors (per annum)	N/A

## 5. Creative Ability

### **Essential:**

- A problem-solver, able to independently and proactively find solutions to issues and challenges that arise in WWT projects
- An ability and resilience to work under pressure and adapt to rapidly changing circumstances
- Ability to deliver agreed priorities, independent of day-to-day supervision and sometimes away from HQ

## 6. Contact

### **Essential:**

- Ability to collaborate with and influence external stakeholders whose support is important for project delivery
- Ability to work closely with Project Managers and Sponsors for WWT's conservation projects, ensuring effective delivery

- Ability to inspire and empower local citizens to become involved with and take ownership of monitoring activities
- Ability to maintain close and effective communication with colleagues working in other parts of the country, in particular seeking advice in timely fashion
- Excellent communication and media skills – verbally, visually and in writing