

Job specification

Role	Catchment Restoration Assistant
Reporting to	Catchment Restoration Lead
Salary & benefits	<p>£24,000-£26,000 pro rata (£19,200-£20,800) p.a. dependent on experience</p> <p>25 days per annum paid leave plus statutory holidays (pro rata for part-time role)</p> <p>6% employer pension contribution</p>
Hours	<p>0.8 FTE / 28 hours per week</p> <p>Fixed term until 31st March 2026, including a 3-month probationary period.</p> <p>The role may involve occasional work on evenings and weekends.</p>
Term	Fixed term until March 31 st 2026, with the possibility to extend subject to funding.
Place of work	<p>The role will be based at the Findhorn, Nairn & Lossie Rivers Trust office, Logie Steading, Dunphail, Moray, IV36 2QN, although we offer a hybrid, flexible working approach.</p> <p>Due to the nature of the role the candidate must be based in or nearby to the River Findhorn, Nairn and Lossie catchment areas. We are unable to support relocation costs.</p>

An exciting opportunity has arisen for a **Catchment Restoration Assistant** to join the team at the Findhorn Nairn and Lossie Rivers Trust (FNLRT). Operating across the three catchments, the role will make a vital contribution towards FNLRT's vision for restored and healthy watersheds.

This role is part funded by the Scottish Government's Nature Restoration Fund, managed by NatureScot.

About the Findhorn, Nairn & Lossie Rivers Trust

The Findhorn, Nairn and Lossie Rivers Trust (FNLRT) is a place-based nature restoration organisation, uniquely positioned to play a key role in improving local resilience in the face of the nature and climate emergencies.

We work at a catchment-scale, and in partnership with landowners and land managers, our local communities and businesses, blending sources of funding and delivering action to protect and restore our rivers, their watersheds, and the wildlife which inhabits them.

The aims of the FNLRT are:

- To restore resilient habitats and biodiversity in our rivers and their watersheds
- To foster pro-nature behaviour changes amongst the people who live and work in our catchment areas
- To ensure the River Findhorn, Nairn and Lossie watersheds serve as climate and biodiversity strongholds for generations to come

The Findhorn, Nairn and Lossie Rivers Trust has been undergoing an evolution as an organisation since publishing its [2021-26 Management Plan](#). Building on our reputation as a trusted local conservation organisation and the success of the '[SIS](#)' [invasive non-native species control project](#), in 2022 FNLRT launched the [Findhorn Watershed Initiative](#) – a multi-generational vision and landscape-scale partnership to restore a mosaic of nature rich habitats, grow a local culture of nature connection and enable a thriving nature-based economy for the people and places of the Findhorn watershed, from the Monadhliath Mountains to the Moray Firth.

The three catchments are important rivers for the iconic Atlantic salmon. Furthering our understanding of this iconic species, whilst restoring the catchments they rely on, remains an important part of the Trust's work.

Description of role

The FNLRT are looking for a motivated and knowledgeable individual with an ambition to contribute towards the better functioning of our home rivers and watersheds. Through a close

working relationship with the wider team, the Catchment Restoration Assistant will contribute towards a variety of work streams, helping to increase capacity for a range of the Trust's activities. There will be a particular focus on developing restoration opportunities in the lower Findhorn catchment area.

A good understanding of data collection and surveying, alongside attention to detail is critical. Some experience in river and fisheries monitoring is desirable but full training will be given.

The post is based at Logie Steading on the spectacular River Findhorn, and will report to the FNLRT Catchment Restoration Lead, with oversight provided by the FNLRT Executive Director.

Key responsibilities

Over the coming months, the role will primarily involve:

- Undertaking in-field surveys and data collection
- Undertaking desk-based research, appraisal, mapping, and survey design
- Processing and analysis of survey data into robust, actionable restoration plans
- Participating in seasonal INNs management
- Participating in an electrofishing team, including delivering commercial contracts
- Scale reading, freshwater invertebrate sample analysis

Person specification

Essential requirements

- Qualification to degree level or equivalent in a relevant biological/environmental/conservation discipline
- A good understanding of ecology and conservation, particularly freshwater and woodland environments
- Excellent communication and interpersonal skills
- Competency using Microsoft 365 software
- Working to high standards within tight deadlines
- Willingness and competence to work outdoors in all weathers and in remote environments, with a conscientious approach to health and safety
- The ability to work both unsupervised, and as part of a close-knit team
- Full, current and clean UK driving licence

Desirable skills/experience

- Proficiency with data management, analysis and GIS systems (FNLRT uses ArcGIS)
- Electrofishing experience
- Freshwater habitat and/or species survey experience and qualifications
- Strong woodland species ID skills
- Experience in INNS management, such as treatment of Japanese Knotweed
- Understanding of peatland restoration; including survey techniques, and scheme design
- Experience in practical conservation management
- First aid training

To apply

Please submit a CV and covering letter detailing how you fit the role to admin@fnlrt.org.uk, including your name in the email subject line.

- Your CV should be no longer than 2 sides of A4 paper and should present all your relevant work history, education and training.
- Your cover letter should be no longer than 2 sides of A4 paper and should summarise how your skills and experiences enable you to meet the requirements of this position, set out in the Person Specification section of this job specification.

The closing date for applications is **Thursday 14th August 2025 at 17.00.**

Interviews will be held in person at the FNLRT offices at Logie Steading the **week commencing 18th August**, with a view to the successful candidate starting in post as soon as possible.

We will respond to all applicants with an email to confirm receipt. Unfortunately, we cannot offer feedback for candidates who do not reach the interview stage.

The Findhorn, Nairn and Lossie Rivers Trust is committed to equality of opportunity for all and we make recruitment decisions by matching our organisation's needs with the skills and experience of candidates irrespective of age, disability, gender, gender reassignment, sexual orientation, pregnancy or maternity, race, religion or belief, and marriage or civil partnership.