



## Job specification

<b>Role</b>	Coastal Restoration Officer
<b>Reporting to</b>	Executive Director
<b>Salary &amp; benefits</b>	£28,160 per annum 0.8 FTE (equivalent to £35,200 full time) 25 days per annum paid leave plus statutory holidays (pro rata) 6% employer pension contribution
<b>Hours</b>	0.8 FTE – 28 hours per week  The role will involve flexible working around tide times and as such occasional early morning or evening work should be expected. Occasional work on weekends will also be required for delivery of community engagement activities.  The role will have the opportunity to balance FTE across the year to meet seasonal working demands (i.e. working full time hours during the Summer and less than 0.8 FTE during the Winter).
<b>Term</b>	Fixed term until March 31 <sup>st</sup> 2028. Includes a six-month probationary period.
<b>Place of work</b>	The role will be based at the Findhorn, Nairn & Lossie Rivers Trust office, Logie Steading, Dunphail, Moray, IV36 2QN, with a hybrid, flexible working approach.  Due to the nature of the role the successful candidate must be based in or close to the River Findhorn, Nairn and Lossie catchment areas. We are unable to support relocation costs.

### About the role

We are seeking an enthusiastic and motivated Coastal Restoration Officer to lead an ambitious expansion of the Findhorn Watershed Initiative into the estuarine and coastal environment, with an initial focus on the restoration of seagrass meadows in Findhorn Bay.

Building on three years of ad-hoc seagrass survey work and community engagement undertaken by the project partners, this role will establish dedicated capacity to develop and deliver a programme of seagrass meadow restoration and expansion.

Working closely with the Findhorn, Nairn & Lossie Rivers Trust (FNLRT) team, project partners Moray Ocean Community (MOC), and local volunteers, you will lead work to survey, propagate and plant seagrass, monitor restoration outcomes, and build a lasting culture of coastal stewardship in and around Findhorn Bay.

The successful candidate will be equally comfortable collecting ecological data in the field, coordinating practical restoration activities, and inspiring volunteers and local communities to become actively involved in nature recovery.

This role is funded thanks to the Scottish Marine Environmental Enhancement Fund (SMEEF), as part of the [Seagrass Meadows Scotland project](#).

## **About the Findhorn, Nairn & Lossie Rivers Trust**

The Findhorn, Nairn and Lossie Rivers Trust (FNLRT) is a charity and 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.

Building on our reputation as a trusted local conservation organisation and the success of the [‘SISI’ 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.

FNLRT’s offices are based at Logie Steading, a short walk from the wooded gorge and beautiful middle reaches of the River Findhorn, and offer a welcoming, collaborative and well-equipped working environment.

## **Key responsibilities**

### **1. Seagrass restoration**

- Undertake baseline surveys of existing seagrass beds and identify suitable donor beds, seed sources and restoration sites

- Develop and implement monitoring protocols, including for sediment characteristics, water quality and impacts of grazing by over-wintering wildfowl
- Undertake licensing and consenting processes
- Implement biosecurity measures
- Deliver seagrass planting and restoration, piloting a range of methodologies:
  - o Seagrass core collection and planting (intertidal)
  - o Seagrass seed collection and processing
  - o Fragment collection, propagation and re-planting (subtidal)
  - o Use of ArcGIS to record all of the above, as required
- Post-planting monitoring surveys
- Procuring, organising, washing and maintaining fieldwork equipment
- Maintain high standards of health and safety, including preparation of risk assessments and implementation of control measures

## **2. Volunteer and community engagement**

- Undertaking community engagement to build and maintain a committed group of local volunteers
- Involvement of volunteers in seagrass survey and planting activities
- Delivery of outreach events with local stakeholders (eg. community groups, school groups, other coastal stakeholder groups)
- Contribute to social media content creation

## **3. Reporting and monitoring**

- Completion all funder and licensing body progress, monitoring, and reporting requirements
- Representation of FNLRT and participation in SMEEEF community of practice with other restoration projects
- Proactive collaboration and knowledge sharing with other seagrass practitioners in Scotland and the UK

As with any small charitable organisation, team members are expected to be flexible and willing to contribute to tasks outside their core remit when required.

## **Person specification**

We are looking for someone who combines scientific rigour with a genuine enthusiasm for working with people, recognising that successful restoration depends as much on relationships and stewardship as it does on ecological techniques.

### **Essential:**

- A graduate qualification in a relevant discipline such as Marine Biology *and/or* at least three years' relevant professional experience
- Experience working with coastal, estuarine or marine habitats undertaking ecological survey or restoration activities
- Good understanding and experience of applying for and gaining the required consents for marine conservation restoration projects, ideally in Scotland
- Demonstrated ability to understand, design, organise and deliver scientifically robust programmes of work, surveys, record keeping, etc.
- Experience of developing and delivering practical conservation work with volunteers
- Demonstrated experience in scientific report writing
- Strong organisational, time management, and prioritisation skills, with the ability to work to a high standard without close supervision where required towards deadlines
- Ability to work effectively both independently and as part of our small team
- Excellent interpersonal skills, and ability to build and maintain relationships with a range of community volunteers, partners and other stakeholders
- Willingness to work outdoors in all weathers, remote locations and unsociable hours, including a reasonable level of fitness
- Positive, self-motivated, can-do attitude with ability to problem solve and think on your feet
- Experience of Health & Safety at work and preparation of risk assessments
- Confidence using GIS data systems (such as ArcGIS)
- Proficiency with Microsoft 365 software
- Full, current and clean UK driving license

**Desirable:**

- Experience of organising and managing volunteer events
- Experience managing funding reporting requirements
- Experience of coastal and marine governance in Scotland
- Experience delivering engagement activities with school groups
- Experience with saltmarsh habitats, native oysters or blue mussels
- Snorkel, scuba diving or power boating qualifications
- Drone pilot qualifications
- Outdoor First Aid qualification
- Experience creating content for social media for public engagement

As this role may involve some work with under-18s, the successful applicant will be required to join the PVG scheme.

Beyond qualifications and experience, we are looking for someone who has a meaningful existing relationship with – or a strong desire to build deep, place-based knowledge of – Findhorn Bay, the Findhorn, Nairn and Lossie rivers and their wider catchment areas.

## Key liaisons

Internally, the role will work directly with the Executive Director and Communications & Engagement Lead, as well as collaborating with the Ecologist and Catchment Restoration Lead as required.

Externally, the role will involve liaison with project partners Moray Ocean Community (MOC) and engagement with local community members and volunteers. The role will also involve liaison with NatureScot to secure licenses and permissions for the project.

## What we offer

- A chance to shape the story and impact of a growing organisation at an important moment in its evolution
- Becoming part of a passionate, close-knit team committed to positive change
- Opportunities for learning and collaboration across a wide regional and international networks
- Purpose-driven work, rooted in deep care and relationship with people and place

## To apply

Please submit the following by **12 noon on Friday 12<sup>th</sup> June 2026** by email to [elle@fnlrt.org.uk](mailto:elle@fnlrt.org.uk), including your name and 'Coastal Restoration Officer' in the email subject line.

- A short CV (no longer than two sides of A4)
- A one-page letter or a two-minute video outlining what you would bring to the role and why you would be excited to work with us

All applicants will need to have an existing right to work (visa) in the UK.

Please note, applications will be reviewed on a rolling basis, and as such early submission is encouraged.

Interviews will be held on Friday 19<sup>th</sup> June, with a view to the successful candidate starting as soon as possible in July.

We will acknowledge receipt of all applications by email. Unfortunately, we are unable to offer feedback for candidates who do not reach the interview stage.

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*The Findhorn, Nairn & Lossie Rivers Trust is committed to equality, diversity and inclusion. We welcome applications from all sections of the community and make recruitment decisions by matching our organisation's needs with the skills, experience and potential of candidates.*

*We are committed to ensuring that no applicant is disadvantaged on the basis of age, disability, gender, gender reassignment, sexual orientation, pregnancy or maternity, race, religion or belief, or marriage or civil partnership.*

*If you require any reasonable adjustments to support you through the application or interview process, please let us know.*