



JOB DESCRIPTION

Job title:	Biologist / operations team leader
Responsible to:	Senior Biologist
Responsible for:	Other members of staff, students/work experience and casual staff
Salary Band:	Competitive
Hours:	37.5 hours per week; occasional weekend or evening work may be required
Location:	Offices at Drygrange Steading, Melrose, TD6 9DJ, The Scottish Borders
Accommodation:	A two-bedroom cottage attached to the premises will be offered to the employee (monthly rental will need to be paid for the property)

Job Context:

The Tweed Foundation works to advance, for public benefit, environmental protection and improvement for all native fish species and their environments in the Tweed & Eye District. It does this through the study and monitoring of aquatic ecosystems, including their fauna and flora, leading to the protection, conservation, rehabilitation and improvement of aquatic environments that fish depend upon. The Tweed Foundation also has an education remit to promote angling and a general understanding of river ecology.

The Tweed Foundation works closely with the River Tweed Commission and other management agencies to provide objective advice on the management of Tweed fish stocks. The River Tweed website, <https://rivertweed.org.uk>, provides an overview of both organisations and their working relationship.

Key aspects of The Tweed Foundation work programme and the Tweed Fisheries Management Plan for the Tweed & Eye Fisheries District can be viewed at <https://arcg.is/SeKmb>.

Job Purpose

To assist with the implementation of the Tweed management plan and manage operational aspects of the Tweed Foundation's annual work programme for salmon, trout, grayling and other fish species.

The successful candidate will :-

- Liaise with the Senior Biologist on the annual work programme which is scrutinised by a technical advisory group and scientific panel
- Manage data, its storage and analysis to inform management decisions
- Coordinate the monthly work programme
- Liaise with the Head Fishery Officer on catchment management
- Work with other local and national organisations, as appropriate
- Ensure that all scientific work carried out by the Tweed Foundation is to a high standard in both design and execution

Scientific responsibilities

Of particular focus in the current work plan is an audit of the Tweed catchment to help prioritise where habitat improvement should take place. This includes our participation in the SRTMN programme¹, with data collected by The Tweed Foundation used to produce maps that guide tree planting to help shade the river and inform freshet releases from reservoirs.

Key responsibilities include :-

- Update and implement annual work plans
- Maintain the Tweed river temperature monitoring network with the assistant biologist and carry out appropriate analysis to inform management decisions
- Lead on research and monitoring for Brown trout and Grayling, including the angling logbook scheme to record catches of anglers
- Assist with the Tweed catchment audit
- Organise and participate in electro-fishing monitoring surveys
- Participate in smolt trapping
- Writing of reports and papers providing information gained from analysis of fish data, habitat, stocks and behaviours, including reports for consultancy work and annual reports
- Maintain own professional development through reading of publications, attending conferences, networking with other biologists and organisations working in fisheries research and management

Administrative responsibilities

- Liaison with landowners and arrangement of permissions to allow electrofishing (administrative support will be provided)
- Responsibility for the supervision of the summer assistant(s) and work experience students
- Ensure compliance with the Tweed Foundation's Health & Safety Policy, including reviews and implementation

¹ <https://www.gov.scot/publications/scotland-river-temperature-monitoring-network-srtmn/>

- Respond to enquiries both internally and externally
- Provision of data as requested
- Participate in outreach work which includes attendance at conferences and fish events, including local shows and meetings
- Production of articles for the Tweed Foundation website, the Tweed News blog, the Annual Report, and other publications as required
- Vehicle maintenance
- Equipment maintenance
- Any other duties, as reasonably requested

Scope and accountability

Reporting to the Senior Biologist, the Operational Team Leader has shared responsibilities with all of the biology team for delivering components of the Management Plan that are agreed annually. The Operations Team Leader has specific responsibility for the management of staff and equipment.

The Operations Team Leader has responsibility for the deployment and / or maintenance of the following:

- Electro-fishing Equipment
- Telemetry monitoring equipment
- Temperature loggers
- Fish traps
- Fish counters and Cameras
- Vehicles
- Biologist storerooms
- Health and Safety Equipment

Profile and Relationships

- Maintain and develop relationships with other organisations involved in fisheries management and liaison with peers
- Attendance and liaison with angling clubs
- Attending meetings internally and externally, networking at conferences and representing the best interests of the Tweed Foundation at all times
- Through the RTC Head Fishery Officer, working with the RTC's staff to conduct surveys and habitat improvement (e.g. removal of obstructions)

Skills and Background

The post holder is required to have a minimum of a degree or equivalent in a biological or environmental science, preferably with a post-graduate qualification. and are likely to have experience in the fisheries management sector.

The following qualities are essential:

- Degree qualification in biology or environmental science, preferably with a post-graduate qualification
- In-depth knowledge of freshwater ecology
- Proficient in statistical analysis and data management
- Report writing skills
- Interpersonal skills
- Understanding of Health and Safety

- Current driving licence
- Good verbal and written communication skills

The following qualities are desirable:

- Experience of electro-fishing, ideally with SFCC team leader accreditation
- Knowledge and experience in using GIS
- Experience in habitat surveying and knowledge of Biodiversity Net Gain assessment
- Experience in operating drones
- Animals (Scientific Procedures) licence for tagging fish
- Ability to liaise with and knowledge of external bodies in the fisheries management sector
- Experience of working as part of a team
- Experience of supervising other members of staff, students and working with school children

Personal Qualities

- Team working approach and willingness to work collaboratively with others internally and externally
- Commitment to the values and ethos of the Tweed Foundation
- Willingness to work flexible hours
- Commitment to personal and professional development
- Commitment to maintaining the environment for healthy fish stocks