

# Salmon and Sea Trout Tracking Co-ordinator

Battleby, Perthshire, Scotland

The Atlantic Salmon Trust is a leading salmon and sea trout conservation charity that seeks to improve the freshwater and marine populations of Atlantic salmon and sea trout from catchments flowing into the Atlantic Ocean. It is based in the UK but has a reach and reputation that extends around the fisheries world.

The Trust is looking to appoint a salmon and sea trout tracking co-ordinator to stimulate, develop, and where appropriate, undertake and manage fish telemetry projects so that we may gain a better understanding of fish movements and their survival. In addition, the role will also involve informing technical and non-technical audiences about the work being undertaken by the Trust.

Whilst this exciting full-time and permanent role will be based in Battleby, Perthshire in Scotland, it may involve working in collaboration with other organisations and partners in fish telemetry projects.

The Tracking Co-ordinator will report to the CEO but will also seek guidance and support from the Trust's Research Director.

## General Duties

The postholder will provide the focal point for all salmon and sea trout telemetry projects within the Trust, with the aim of providing information for the Likely Suspects Framework. This will be achieved by:

- Having an understanding of fish tracking projects in the UK and further afield, and maintaining databases to this effect.
- Working with partners to identify gaps in our understanding of salmon and sea trout movements so that we may fill them through targeted research to better understand them and the factors affecting fish survival.
- Where appropriate, creating and/or leading partnerships to deliver targeted research programmes.
- Acting as a central hub of information and practical resources for organisations wanting to undertake fish telemetry projects.

## Specific Duties

### *Co-ordination*

The postholder will act as a focal point and catalyst for fish telemetry projects, with an emphasis on fish tracking, across the UK and further afield. This will involve liaison with organisations conducting, or wishing to carry out, fish telemetry projects so that the following tasks can be achieved:

- Identify opportunities for partnerships, cooperative working and joint projects.
- Transfer knowledge and experience.
- Develop links with national and international partners.
- Maintain a watching brief on telemetry projects for other species to identify potential applications for new techniques or approaches.

To achieve these aims the postholder will need to maintain an evidence base through the creation and development of a migratory salmonid fish telemetry database.

### *Research*

Working with the Research Director, the successful candidate will identify gaps in the Likely Suspects Framework so that targeted research programmes can be initiated to better understand fish movements and the factors affecting their survival. This will always be in partnership with other organisations.

In 2019 the Tracking Co-ordinator will lead, deliver and subsequently expand upon the Moray Firth Tracking Project. This three-year multi-partner project is the largest acoustic tracking programme undertaken in the UK and will involve the tracking of salmon and sea trout smolts and kelts from seven rivers in the North East of Scotland.

Contribute to fish telemetry projects at both a technical and project management level.

### *Communications*

A key aim of the Trust is to work in partnership with organisations and individuals that share common aspirations to protect and enhance salmon and sea trout. As such a significant proportion of the work will be to disseminate the work of the Trust to both technical and non-technical audiences. This will be through written and verbal presentations.

### *Governance*

The Trust operates in an open and transparent manner to the highest professional standards. As such the postholder will ensure that all work complies with the Trust's governance policies relating to, but not limited to, health and safety, procurement, child protection and financial accountability.

### *Fundraising*

The Trust is a charity that relies on donations and support from external organisations, groups and individuals. To achieve this the Trust has a small fundraising team to approach people and organisations for their support. On occasion the postholder will need to support this team through giving presentations to potential funders.

### **Conditions of Employment**

The terms of employment will be detailed in a contract and accompanying staff handbook, along with this job description.

The Trust operates a flexible 37.5 hour working week, which will on occasion require working evenings and weekends. The main place of work will be at the Trust's main office at Battleby, which is located just north of the city of Perth in Scotland. It should be noted that the postholder will be required to travel, work with partners or undertake field work across the UK. As such they will need to have access to a vehicle as work locations may not be accessible by public transport. In addition, there may be a small amount of international travel.

The remuneration package will be competitive and will comprise of a salary in the range of £32,000 to £40,000, plus pension contributions.

The Trust also operates a policy of continuous professional development and will help support the development of the career of the postholder.

The following are a set of criteria against which the applications from potential candidates will be appraised.

## **1. Knowledge / Qualifications**

### *Essential*

An appropriate degree in ecology or biology.  
Theoretical and practical knowledge in a research related field.  
A full driving licence.

### *Desirable*

An appropriate Masters or PhD in field ecology or related topic.  
Specific knowledge of the use of fish tracking or telemetry equipment.

## **2. Skills**

### *Essential*

Evidence of management and involvement with fish telemetry studies.  
Evidence of skills in the surgical procedures for tagging fish.  
Research creativity and cross-discipline collaborative ability.  
Excellent interpersonal skills (oral and written), including public presentations and the ability to communicate complex data or concepts clearly and concisely.  
Appropriate personal and project management skills in the areas of workload/time/project/budget.  
Evidence of IT, GIS and statistical data analysis/interpretation skills.  
Initiative and judgement to resolve problems independently, including demonstrating a flexible and pragmatic approach.  
Evidence of skills required for field working in demanding environments to high health and safety standards.

### *Desirable*

Specific experience of working with salmonid fishes.

## **3. Experience**

### *Essential*

Sufficient breadth and depth of knowledge in fish telemetry.  
Evidence of partnership and collegiate working.  
Experience in the collection and analysis of data.  
Experience of scientific writing.  
Proven ability to deliver high quality outputs in a timely and efficient manner.  
Evidence of the experience of field working in demanding environments.

### *Desirable*

Previous experience of the publication process in the scientific literature  
Evidence of presenting information to a non-technical audience.