

**Fisheries Director  
For the Cromarty Firth District Salmon Fishery Board  
and Cromarty Firth Fisheries Trust**

The Cromarty Firth District Salmon Fishery Board has responsibility for managing and developing salmon stocks within the Cromarty Firth District, namely the River Conon, River Alness and a number of smaller local rivers. The Fisheries Trust (charitable status SCO29221, which was established in 1999) exists to financially support activities linked to those of the DSFB and directly underwrites certain projects undertaken annually by DSFB staff. These tend to be those involved with delivering targeted research, environmental, educational and training projects.

The River Conon (the principal river within the region) and all its tributaries are significantly affected by hydro power production and the DSFB has an excellent ongoing relationship with SSE, the electricity generator. The work of the Cromarty Firth DSFB and Fisheries Trust is varied and extensive and encompasses direct fishery management activities such as running an extensive modern wild salmon hatchery, operation of an adult salmon trap and associated fish holding facilities, smolt trapping and trucking operations and the mitigation stocking of in excess of one million eggs annually.

Key responsibilities of the Fisheries Director will include:

- Managing the existing and future workforce of the Board, with present and planned positions being: Assistant Biologist, Project Coordinator, Project Officer, Head Bailiff and a team of Water Bailiffs.
- Monitoring and implementing Health and Safety on behalf of the Board and working with SSE in relation to their infrastructure.
- Responsibility for supervising additional voluntary manpower from time to time when available, especially in connection with existing SISI projects.
- Reviewing and implementing plans for non-native species and environmental matters, along with advice to proprietors on fishery and water related matters.
- Reporting on a regular basis to the Cromarty Firth Fisheries Management Committee, particularly the Chairman and Clerk.
- Running and managing a wild salmon hatchery to allow for significant mitigation stocking annually.
- Maintaining close working relationship with key organisations, especially SSE and SEPA but also SNH, FCS and neighbouring DSFBs.
- Maintaining and developing relationships with key existing academic partners and considering any further opportunities.
- Reviewing the opportunity to develop contract work and other revenue streams within the scope and management of the Board.
- Aiding the development of the existing junior angling initiative.
- Helping develop a tree nursery/riparian planting initiative with the Forestry Department of Inverness College.
- Supervising the input of all relevant fishery related data to the SFCC and to MSS when required.

The Fisheries Director will be required to have a minimum of a relevant degree and preferably hold post-graduate qualification and be able to demonstrate significant experience in the management of wild salmon. He/she must be able to demonstrate the ability to deal with and analyse large datasets. It would be a major advantage if the post holder has experience of hatchery operations but this is not essential, however they will need to show evidence of self-motivation and have a positive, proactive attitude.

The applicant must hold a full clean driving licence.

Salary commensurate with qualifications and experience.

Closing date for applicants is 5.00pm on 1st March 2019. Interviews are planned for mid to late March and the successful candidate will be expected to start work in May or later by agreement.

To apply please send a CV and covering letter addressed to Neil Wright, Clerk to the Cromarty Firth District Salmon Fishery Board, by email to [neil.wright@galbraithgroup.com](mailto:neil.wright@galbraithgroup.com) or by post to: Clerk to the Cromarty Firth District Salmon Fishery Board, Galbraith, Reay House, 17 Old Edinburgh Road, Inverness IV2 3HF. Telephone 01463 224343.