

JOB DESCRIPTION

Job title:	Fisheries Officer (Ness Catchment)
Responsible to:	Working as part of a wider team, the Fisheries Officer will report in the first instance to the Superintendent, who in turn reports to the River Director. The River Director has overall responsibility for the activities of the Ness District Salmon Fishery Board.
Responsible for:	N/A
Salary Band:	Competitive
Hours:	Minimum of 40 hours per week, weekend or evening work will be required. Initially a one-year fixed term contract.
Location:	Based at Ness and Beaully Fisheries Trust Office in Beaully. The post holder will be required to travel as necessary to carry out their duties.

Introduction

The Ness catchment is the largest in the North Highlands and drains 2,103 square kilometres of land. The upper reaches extend almost to the west coast, close to Loch Hour and Loch Nevis. The land drains east and north through the Great Glen before entering the sea in the Moray Firth at Inverness. For management purposes the district can be sub-divided into seven key management units, including Ness Coastal, the River Ness, Loch Ness and small tributaries, Rivers Enrick and Coiltie, River Moriston, Rivers Garry and Oich and the Rivers Tarff, Foyers and Farigaig.

The Ness District Salmon Fishery Board is a non-governmental statutory body responsible for the protection and enhancement of salmon and sea trout fisheries in the Ness District. It was constituted under the 1862 and 1868 Salmon Fisheries Legislation, subsequently amended in the Salmon Act 1986 and the Salmon Conservation (Scotland) Act 2001 and more recently amalgamated under the Salmon and Freshwater Fisheries (Consolidation) (Scotland) Act 2003. A district salmon fishery board may do such acts, execute such works and incur such expenses as may appear expedient for:

- The protection or improvement of the fisheries within their district;
- The increase of salmon (and sea trout); or
- The stocking of the waters of the district with salmon (and sea trout).

Description of Role

The Fisheries Officer is responsible for assisting in the protection, monitoring and management of wild salmon and sea trout populations and their habitats in the rivers, lochs and coastal areas of the Ness district. This involves both office-based and outdoor work, often in or around water, in all weather conditions.

The work can be physically demanding and may be carried out in hostile situations, particularly when

investigating or preventing illegal fishing activities. The Fisheries Officer will be an excellent communicator, liaising with a range of external bodies (e.g. Police, angling clubs, councils, academic institutions, fishery trusts, ghillies and fishery owners). They will demonstrate resilience, self-motivation and genuine enthusiasm for the role.

Responsibilities & duties

The general duties of a Fisheries Officer are fourfold:

1. Assist in the protection of salmon and sea trout stocks through the enforcement of current salmon fisheries legislation;
2. Assist the Ness and Beaully Fisheries Trust (NBFT) and others to gain a detailed and up to date understanding of the status of salmon and sea trout populations within the district;
3. Assist in the delivery of targeted fisheries management activities to maximise the natural production of salmon and sea trout in the Ness district; and
4. Assist in the development of the Ness district fishery and its promotion as a premier salmon and sea trout fishing destination.

Skills and Background

The post holder is required to have a minimum of two years' experience of working in a similar field, demonstrate practical field skills and ideally have a qualification in a fisheries or environmental related subject. The post holder will be a good communicator, able to work alone, often in remote locations, show evidence of self-motivation and have a positive proactive attitude.

The following qualities are essential:

- An understanding of the riverine environment, countryside management and catchment pressures;
- Experience in conducting robust field surveys;
- Experience in report writing;
- Competency in Microsoft Office packages;
- A full UK driving licence, ideally with trailer towing endorsement; and
- An ability and willingness to deal with members of the public and liaise with stakeholders.

The following qualities are desirable:

- Qualification to degree level or equivalent in a biological or environmental subject;
- Demonstrable practical enforcement skills;
- Successful completion of the Institute of Fisheries Management (Scotland) Water Bailiff Course;
- Demonstrable accreditation and experience in habitat and electrofishing surveys;
- Chainsaw certificate with relevant experience;
- P6 AW spraying certificate; and
- A current shotgun and firearms certificate;
- Experience of delivering education to young people; and
- RYA Level 2 Powerboat Certificate with commercial endorsement.