



## River Restoration Operations Manager

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| <b>Contract:</b> Permanent   | <b>Report To:</b> Head of River Restoration |
| <b>Grade:</b> 5  | <b>Hours:</b> Fulltime (37.5 hours)         |
| <ul style="list-style-type: none"><li>• <b>Location:</b> Westcountry Rivers Trust's office is in Stoke Climsland and whilst we have adopted hybrid working there is an expectation to work from the office on a regular basis and to travel to sites across Cornwall, Devon, Somerset, and Dorset, including occasional overnight stays, where required.</li></ul> |   |

Westcountry Rivers Trust is recruiting a River Restoration Operations Manager. This is a permanent contract after a successful 4 month probation period.

The starting salary for this role is £42,400.00 - £48,300.00 per annum (dependent on experience)

### Benefits while working for Westcountry Rivers Trust

- ✓ Employee Assistance Program (EAP)
- ✓ 25 days Annual Leave + Bank Holidays, with a reward for long service - an additional 1 day per year for each year worked over 5 years, up to a maximum of 30 days for employees serving 10 years continuous service
- ✓ Additional leave covering the Christmas Closure period
- ✓ WRT contributes 9% of salary to a personal pension scheme (following a three-month postponement period), plus Life Assurance cover
- ✓ Cycle to Work Scheme
- ✓ Hybrid & Flexible Working

Apply by midnight on Sunday 19<sup>th</sup> July by CV and Covering Letter to:

<https://hr.breathehr.com/v/river-restoration-operations-47179>

Interviews will be held in person at our offices in Stoke Climsland on Friday 31<sup>st</sup> July

For queries about this role or the application process please contact [recruitment@wrt.org.uk](mailto:recruitment@wrt.org.uk)

### About the Westcountry Rivers Trust

Formed in 1994, the Trust was established to restore Westcountry rivers. Measures to protect rivers can help to save money for farmers, lower costs for water companies, boost tourism, reduce the need to dredge estuaries and even benefit human health.

Today the charity works with a wide range of stakeholders from landowners to local communities, businesses, farmers and water companies to restore and protect the rivers, lakes, estuaries and coastal areas for the benefit of people, wildlife and the local economy. There has never been a more important time to work on the rivers of the West Country as the impacts of climate emergency and the ecological crisis is forcing society to invest in building catchment resilience.

Spurred by a shared love of rivers, the Westcountry Rivers Trust is very much a grassroots organisation, brought into existence from the bottom up. In the early 90s, a group of individuals, passionate – but concerned – about the waterways around them, began to stitch together their ambitions for restoring Westcountry rivers, laying the foundations for the Trust we know today.

Everything the Trust does is informed by the best available science. Their work is driven by an 'ecosystems approach,' considering the function of the entire catchment, not just the rivers that flow within them.

It was this new perspective – not to mention the hands-on and tireless approach to river restoration – that grabbed the attention of so many supporters and funders, and which lies behind the flourishing rivers trust movement. Since then, the Trust now has circa 75 employees with an annual turnover of c£3m running multi-annual projects spread across a wide range of funders.

The Trust has three main delivery teams and a support services team. Our employees work on delivery sites, from home, and from the office.

## About the Role

Reporting to the Head of River Restoration, the River Restoration Operations Manager is responsible for the site-based planning and delivery of river restoration projects, ensuring all works are undertaken safely, efficiently, and to the highest environmental standards. Other key responsibilities involve managing the River Restoration Operations Team, with direct line management of the River Restoration Team Leader. The role will oversee the operational aspects of river restoration project implementation, including planning, site management, logistics, contractor supervision, and compliance. The role includes scoping and developing new river restoration and barrier removal opportunities, engaging with landowners and partners, and supporting the preparation of project proposals and funding bids. The postholder will be required to work outdoors in varying weather conditions and terrain. Flexibility in working hours may be required to meet project needs.

## Responsibilities

### **River restoration Operations Management**

- Work closely with the Head of River Restoration providing technical and operational detail, costings and programming delivery of river restoration projects.
- Lead the planning, coordination, and execution of on-site river restoration, barrier removal, fish easement solutions and habitat enhancement works.
- Programming the operational schedule of works and managing risk.
- Ensure that all works are delivered in compliance with design, relevant environmental, health and safety and legislative requirements, permitting/ consents, including Construction Design management (CDM) Regulations (2015).
- Prepare and oversee site documentation including Risk Assessments and Method Statements (RAMS), Construction Phase Plans (CPP), site briefings, inductions and work plans.
- Manage logistics, including materials/ plant and subcontractor procurement, equipment allocation, vehicle use, and site access arrangements, with support from the River Restoration Team Leader.
- Manage contracts, site-based River Restoration Teams and subcontractors to ensure safe, effective, and high-quality project delivery.
- Responsible for managing and monitoring site progress, quality, reporting, and sign-off of site works.
- Communicate and resolve operational challenges, and ensure delivery in line with agreed specifications, quality assurance, budgets, and timescales.
- Liaise with clients, landowners and other stakeholders for effective delivery of site works.
- May be required to work cross-teams and manage other project delivery, which may require transferable skills and competencies.

### **Site Identification and Project Development**

- Identify, assess, and prioritise new river restoration opportunities within target catchments and regions.
- Undertake site visits and feasibility assessments to evaluate restoration potential and practical constraints.
- Develop early-stage project concepts, and contractor engagement, in collaboration with internal teams on design, ecological, fisheries and geomorphology.
- Build and maintain strong working relationships with landowners, partners, and stakeholders to support project scoping and access.
- Contribute technical and practical input to funding bids, tenders, and project proposals.

### **Financial and Resource Management**

- Ensure deliver remains in budget, with cost-effective procurement and accurate financial tracking.
- Oversee the procurement of materials, contractors, and equipment in accordance with organisational policies and procedures.
- Contribute to financial reporting and forecasting, identifying risks and opportunities for efficiency improvements.

### **Leadership and Team Development**

- Line management and CPD responsibilities for the River Restoration Team Leader.
- Works closely with the River Restoration Team Leader for safe and efficient operational delivery of site works.
- Oversight of River Restoration Team training requirements, ensuring all tickets are up to date and in compliance with H&S requirements.
- Provide leadership to the River Restoration Team, promoting a positive, safety-conscious, and professional working culture. Supporting staff training, mentoring, and competency development.
- Encourage collaboration and effective communication between operational, technical, and project management staff.

### **Monitoring, Reporting, and Continuous Improvement**

- Ensure accurate recording of site activities, quality, resource use, and monitoring data.
- Contribute to post-project evaluations and reporting to funders and stakeholders.
- Identify and implement lessons learned to enhance future operational practice.
- Completion of environmental permitting/ consents and relevant site paperwork.
- Reporting directly to the Head of River Restoration.

## **Person specification**

### **Knowledge and Experience**

- Significant experience in managing the on-site delivery of river restoration, environmental, construction, or land-based projects.
- Practical understanding of river restoration, habitat creation, or natural flood management techniques.
- Demonstrable ability to lead site operations, procure and manage contractors, and coordinate logistics.
- Sound knowledge of health, safety, and environmental management relevant to fieldwork and in-channel operations.
- Training and experience in Construction Design Management contracts (CDM, 2015). (E)
- Civil engineering experience and ability interpret and deliver to technical design specifications.
- Line management experience.
- Proven ability to assess new sites, develop project concepts, and build productive relationships with landowners and partners. (D)
- Experience in NEC contract delivery. (D)

- Experience with GIS, CAD, or other spatial tools for site assessment and planning. (D)
- Knowledge of environmental permitting processes and regulatory frameworks for river works. (D)
- Experience working within the charitable, public, or not-for-profit environmental sector. (D)

### Skills and Competencies

- Full UK driving licence and willingness to travel regularly to project sites
- Relevant Construction Skills Certification Scheme (CSCS) card.
- Strong organisational, problem-solving, and communication skills.

### Qualifications

- CITB Construction Managers Safety Training Scheme (SMSTS) certified.
- Relevant qualification in environmental management, ecology, civil engineering, or a related discipline. (D)

The above are Essential criteria unless indicated as Desirable.