

# ***TAY DISTRICT SALMON FISHERIES BOARD***

## **Post of Trainee Leading Water Bailiff**

### **Job Description**

The main duty of the water bailiff is to enforce the Salmon and Freshwater Fisheries Consolidation (Scotland) Act 2003 throughout the Tay district. This is a 3,000 square mile area extending on the sea coast from Fife Ness to beyond Arbroath, and stretching inland to Crianlarich, north to Dalwhinnie and east into Angus. Although anti-poaching work is the core activity, increasingly the role of the bailiff is to assist in hatchery work and environmental improvement and fish monitoring projects. This includes the capture of adult salmon broodfish for the hatchery by electrofishing, looking after eggs in the hatchery, electrofishing surveys of juvenile salmon, fish trapping and management of riverbank vegetation. The post could also include an element of control of vermin / invasive species for a candidate with that aptitude. There may also be an element of boat work, the Board possesses a powerboat for patrolling in the Firth of Tay and on the coast.

The Board's main base is at Almondbank, near Perth but the work does involve considerable travelling within the district. During enforcement duties you may be expected to work during evenings, nights and on a rota at weekends periodically, although the normal hours worked will be expected to total 40 in a week.

This post would suit an individual who is keen to work in the outdoors and is prepared to be flexible regarding hours worked etc. The person should ideally be fit as the post does involve walking on uneven riverbanks etc. A knowledge of salmon angling and even fishing law would also be an advantage. Experience of firearms, though not essential, would also be an advantage. The post will also require a considerable amount of driving so a full driving licence is essential. Applicants should also be of good character and have suitable interpersonal skills for dealing with fishermen and members of the public and people who may be fishing illegally.

Although some previous experience would obviously be an advantage, training will be provided. The successful candidate will be expected to enrol on the Institute of Fisheries Management's certificate bailiffing course. Initially, the successful candidate will operate under the instruction of a more senior member of staff but after training will also be capable of fulfilling a leading bailiff role and potentially operating with other staff under their supervision.

The starting salary is up to £24,600 per annum depending on experience and age, and there will be a small increase on the successful completion of training. Some private use of a vehicle may be permitted but this will be taxable. The Board also provides a private pension scheme and provides a contribution of 3% of salary to it, plus matching of employee payments of up to a further 3%. Annual holiday

entitlement is 20 days per year plus 10 public holidays. The successful candidate will be subject to a probationary period of at least six months.

To apply, please send C.V. and covering letter to:

Inga McGown, Tay District Salmon Fisheries Board, Site 6, Cromwellpark, Almondbank, Perth, PH1 3LW. Email, [ingamcgowan@btconnect.com](mailto:ingamcgowan@btconnect.com). Tel 01738 583733.

Closing date is Friday 30<sup>th</sup> June 2017.