

Job Description

Wild Salmon Conservation Manager

Main Location: Edinburgh



Job Overview

Fisheries Management Scotland is the representative body for Scotland's District Salmon Fishery Boards, Rivers and Fisheries Trusts and the River Tweed Commission. The post holder will support Fisheries Management Scotland's efforts to secure a future for Scotland's wild Atlantic salmon, sea trout, freshwater fish and the habitats on which they depend. Specifically, the post holder will work with the Scottish Government, public bodies and a range of relevant stakeholders to raise awareness of needs of wild Atlantic salmon, and to support the delivery of relevant aspects of the Wild Salmon Strategy, Biodiversity Strategy, River Basin Management Planning and the Riverwoods Initiative. The post holder will also support members of Fisheries Management Scotland in local efforts to protect and restore the aquatic environment.

Reports To

The Wild Salmon Conservation Manager will report to the Chief Executive Officer of Fisheries Management Scotland.

Fields of Responsibility

The Wild Salmon Conservation Manager will support members in their efforts to protect and restore the aquatic environment, including projects and actions identified in Fisheries Management Plans completed in March 2024. Fisheries Management Scotland have agreed to lead on preparatory work in a number of priority themes for action identified in Scotland's Wild Salmon Strategy Implementation Plan, and the Wild Salmon Conservation Manager will take the lead on coordinating the development of solutions to these key issues. Key workstreams include a review of the current policy framework and means of resourcing local management, development and implementation of updated guidance on catch and release angling, action on biosecurity, engagement with SEPA and working with the FMS Director of Nature Finance in developing protects and proposals for support through developing 'source to sea' nature finance funding. The Wild Salmon Conservation Manager will also contribute to the delivery phase of the Riverwoods Blueprint Project.

Fisheries Management Scotland plays an important role in national workstreams, including the Wild Salmon Strategy Implementation Plan, the Scottish Biodiversity Strategy, Scottish Beaver Advisory Group (and associated sub-groups) and engagement with SEPA on River Basin Management Planning and design of successor arrangements. The post-holder will be expected to support the Chief Executive in engaging with these *fora* and where appropriate will take the lead in representing Fisheries Management Scotland. The Natural Environment Bill is also a key route for delivery of wild salmon conservation priorities.

Desired outcomes

Key desired outcomes for this post will be:

- Support delivery of the Scottish Wild Salmon Strategy and Scottish Biodiversity Strategy and coordinate Fisheries Management Scotland input to the River Basin Management Planning process, the Riverwoods Initiative.

- Support FMS members in submitting high quality applications to the nature restoration fund and the developing 'source to sea' nature finance funding in order to deliver benefits to Scotland's aquatic environment in line with the priorities identified in the wild salmon strategy and biodiversity strategy and local fisheries management plans.

Communication and Engagement

- To establish and maintain a strong working relationship with members of Fisheries Management Scotland and key partners, including members of the Missing Salmon Alliance and Angling Scotland;
- Support DSFBs and Fisheries Trusts in engaging with partners, landowners and local communities to support the delivery of projects which help restore the aquatic environment;
- To establish and maintain a strong working relationship, and regular liaison with, Marine Directorate policy and science functions, Crown Estate Scotland, SEPA and NatureScot as appropriate;
- Support the contribution that Fisheries Management Scotland makes to the Riverwoods Initiative, including participation in the delivery and advocacy workstreams;
- Support the Fisheries Management Scotland Chief Executive in engagement through national stakeholder fora.

Administration

- Coordinate arrangements for local and national meetings;
- Prepare and distribute relevant papers for FMS committee meetings;
- Ensure that all files, folders, e-mails and contacts are well organised using the Fisheries Management Scotland SharePoint system.

Support and Guidance

- Develop relevant guidance for DSFBs and Fisheries Trusts as required;
- Support DSFBs and Fisheries Trusts in analysis and collation of relevant monitoring data relating to habitat improvement work;
- Support DSFBs and Fisheries Trusts in preparing reports and presenting findings at local and national meetings;
- Work with the Scottish Fisheries Coordination Centre Manager to present relevant data in GIS format;
- Support DSFBs and Fisheries Trusts in developing proposals for projects or funding for projects designed to restore the aquatic environment.

Qualifications

- A Bachelor's degree in a relevant subject.

Essential Criteria

- Proven planning and organisational skills, including the ability to prioritise competing demands and a track record of successful delivery;
- A strong understanding of policy development and advocacy;
- Excellent negotiating skills;

- Excellent written and oral presentation skills;
- Proven project management skills;
- Proven data and analytical skills;
- Highly developed communication and collaborative skills and experience in building relationships with a wide variety of stakeholders;
- Knowledge of a wide range of stakeholders, across public, private, charitable and academic sectors
- Well-developed IT skills, including use of standard software packages (MS SharePoint, Word, Excel, PowerPoint, Outlook and Adobe Acrobat).
- Willingness to travel across Scotland;
- Access to a motor vehicle and a full driving licence;
- A good understanding of the fisheries management sector in Scotland, would be an advantage.

Working Pattern

This is a full-time vacancy, however applications from people wishing to work an alternative working pattern will be considered. Our office location is central Edinburgh but remote/hybrid working will be supported.