

Spey Fishery Board: Fisheries Biologist/Environmental Scientist

1. Can you help save an iconic species in crisis?
2. Do you want to play a pivotal role in ambitious landscape-scale projects that aim to address the climate and biodiversity emergencies?
3. Are you keen to join a pioneering and award-winning organisation?
4. Are you willing to work as part of our team and with others to promote the wide-ranging work of the Spey Fishery Board and the Spey Catchment Initiative?

If you have answered “yes” to these four questions, then we definitely want to hear from you.

We are looking for an innovative and passionate Fisheries Biologist/Environmental Scientist, who has the ambition to develop expertise in freshwater fisheries and habitat restoration, including carbon sequestration and peatland restoration, to join our team.

The Spey Fishery Board is embarking upon a bold new strategy, in support of the Scottish Government’s new Wild Salmon Strategy, to help reverse the decline of our iconic Atlantic salmon. In so doing, we aim to improve the wider landscape, so that wildlife can flourish throughout the 3,000km² Spey catchment. Our strategy will involve implementing many exciting new environmental restoration projects, in which we see our new Fisheries Biologist/Environmental Scientist playing a pivotal role. They will be a catalyst for action and implementation and have a real opportunity to make a name for themselves as a renowned and ground-breaking scientist and conservationist, both in Scotland and throughout the UK.

We are looking for an ambitious, innovative and driven individual who has the ambition to take the Spey Fishery Board scientific function to the next level. It will provide an exciting opportunity for a Fisheries Biologist/Environmental Scientist to grow into a role which will help ensure we are able to address the climate and biodiversity crises we all face, both now and in the future.

Based in Moray, North-East Scotland, the Fisheries Biologist/Environmental Scientist will report to the Board’s Director and has responsibility for the executive implementation and communication of the Board’s scientific and research strategies and activities.

Key roles and responsibilities include:

- Working as part of a team and in partnership with the Spey Catchment Initiative, advising on and contributing to the planning and implementation of landscape-scale habitat enhancement and restoration projects, to make the River Spey sustainable and resilient to the impacts of climate change and help address the accompanying biodiversity crisis;
- Advising on and assisting the team with the implementation of the Scottish Government’s Wild Salmon Strategy at local level, including overseeing and

undertaking the SFB's contribution to the National Electrofishing Programme Scotland, adult fish sampling, with other monitoring and report writing as required;

- With expert help from the Board's Digital Marketing & Communications Manager, effectively communicating the scientific, research and habitat restoration work to a diverse range of stakeholders, including fishery proprietors, ghillies, anglers and the wider general public;
- In addition to providing advice, determining ways to effectively measure the outcomes of our environmental restoration projects, particularly in relation to salmonid fry, parr and smolt output and showcasing the changes made after implementation against the situation before;
- Carrying out a programme of contract work to monitor, research and analyse fish stocks and their habitat throughout the Spey catchment, which may involve the operation of smolt traps, smolt tagging, electro-fishing, fish rescues, easement of barriers to fish passage, water quality monitoring, invertebrate sampling and analysis, and subsequent reporting as required;
- Management of an assistant and a seasonal research assistant;
- Assisting with educational and publicity projects run by the Spey Foundation and Spey Fishery Board;
- Monitoring, analysing, developing and subsequently implementing the Spey Fishery Board's stocking policy, including the collation of data necessary to obtain the required licence permissions for the collection of broodstock for hatcheries, the operation of hatcheries and the stocking of subsequent eggs and juvenile fish.

Further details regarding the role can be found in the Job Description (which can be found [here](#)).

Applications, including Curriculum Vitae and covering letter, should be submitted to the Director, Roger Knight, at director@speyfisheryboard.com no later than 18th March 2022.

Interviews will be held in late March and it is anticipated that the successful candidate might be available to start in early May.