



Job Description

GIS Analyst

Reports to	Head of Science and Partnerships
Responsible for	No direct reports (but potential to grow a team). Volunteers and contractors as required
Location	We operate a hybrid working model. This role will be based at home, with some time in the office in Leatherhead and on site with travel across the SERT area. Potential for occasional travel throughout the UK.

Organisation and Role Outline

The South East Rivers Trust (SERT) is an environmental charity dedicated to achieving healthy river ecosystems for all, across the South East of England. The Trust's mission is to deliver outstanding river ecosystem enhancement through science-based action, collaboration, education and engagement.

SERT is a member of the national Rivers Trust, and is part of the rivers trust movement which is comprised of over 60 local trusts, which are described as having 'wet feet' because they concentrate their efforts on practical environmental enhancement works on the ground. The Trust's core values are central to all we strive to achieve, including bringing positive energy, expertise and specialist knowledge to develop good relationships and to deliver to a high standard making a real difference to rivers and their catchment areas.

SERT is seeking a highly competent GIS professional with a passion for the natural environment to join our growing team. This is a role dedicated to data, evidence and GIS. The primary purpose of the position is to underpin the evidence-based approach taken by the Trust by managing, analysing and communicating spatial data to inform effective river catchment management. You will lead on developing opportunities for the Trust to work with others and develop partnership projects, by building relationships with others whose objectives align with our own, such as Local Authorities, Environmental NGOs, water companies etc.

You will have a good understanding of environmental data and how it can be used, experience with field data collection, tools for spatial analysis and will be able to incorporate and use remotely sensed data, e.g. drone footage and satellite data, to inform decisions relating to water and land management. You will be involved in a variety of projects, ranging from multi-year landscape scale research programmes to short-term local restoration projects. This will require you to work on defined tasks as well as taking the initiative to identify further opportunities in which GIS-based analysis, data collation and data visualisation could be used to enhance and support projects and funding applications.

Job Summary

You will join our growing data and evidence team and work closely with different staff and teams across the organisation leading on expanding the application of spatial analysis for the Trust.

By applying and demonstrating the value of using modern spatial analysis, modelling and emerging technology to the problems we face in addressing the issues impacting our rivers and catchments, you will identify opportunities for business development with our partners and support initiatives to raise funds to expand the GIS function of the Trust. Whilst being part of a vibrant and dynamic organisation, you will also

support colleagues to interrogate, analyse, visualise and present data to support the ecosystem services/natural capital planning and integrated catchment management activities of the Trust and the Catchment Partnerships that it hosts. We are seeking a personable, adaptable and organised GIS professional with an eye for detail and an associated interest and specialism in either IT, statistics, programming, web development or interactive mapping. This position will suit a self-starter with individual initiative who is comfortable setting priorities and managing simultaneous tasks. We welcome innovative, creative individuals who want to apply their excellent data analysis and visualisation skills, working as part of a multi-disciplinary team and bringing their own ideas to help the Trust deliver its mission of healthy rivers for all.

We would be interested to hear about your skills and interests and how you would like to develop this role and the application of spatial analysis across the Trust in the future. This is an exciting opportunity that will suit a natural leader and great communicator who will help lead the development of GIS and IT systems in a growing and dynamic organisation making a real difference for the environment.

Key Duties and Responsibilities (and approximate proportion of time)

1. Data Coordination and Management (20%)

- 1.1. Develop and coordinate spatial databases for the Trust and its trading subsidiary;
- 1.2. Be responsible for holding and maintaining datasets for the Trust, its partnerships and trading arm, including data assurance and quality control;
- 1.3. Be responsible for the management of all data and software licences.

2. Spatial Analysis and Data Presentation to Support Environmental Decisions (50%)

- 2.1. Work closely with colleagues to identify opportunities for spatial data analyses bringing innovative approaches which will enhance the understanding of environmental issues and their solutions;
- 2.2. Collect, source, process and analyse data from a variety of sources (e.g. topographic, Lidar, open source, government, citizen science) to support evidence-based decision making and inform catchment management priorities, e.g. targeting measures to improve water quality, water resources, habitat restoration and natural flood management;
- 2.3. Support staff and the Trust's Catchment Partnerships in spatial data analysis and presentation;
- 2.4. Support staff in stakeholder and partner workshops to collect, collate, present, analyse and refine environmental information to facilitate decision making;
- 2.5. Support the Trust to take a Natural Capital approach, supporting the creation of decision-making tools and evidence, such as risk and opportunity maps for water resources, biodiversity and other ecosystem functions;
- 2.6. Be responsible for effective presentation and communication of spatial data and facilitate its interpretation, including high quality visual outputs to support stakeholder engagement and decision making.

3. Project and GIS Function Development (30%)

- 3.1. Lead on the development of GIS and data led opportunities for the Trust, and its trading arm, to work with others and develop project opportunities that deliver benefits to the environment;
- 3.2. Contribute to the development of projects and funding applications;
- 3.3. Support colleagues in the development of their own GIS and data management capabilities;
- 3.4. Attend relevant training, workshops, meetings and conferences on behalf of the Trust to share knowledge and best practice in GIS and data management.

Person Specification

Please keep this list of requirements in mind, together with the Trust's core values when completing your application. Knowledge, experience and skills will be assessed on application and at interview.

Requirements	Essential	Desirable
Qualifications, Training & Experience		
At least degree level qualification in a relevant field, e.g. GIS, Geography, Environmental Science or equivalent professional work experience	X	
Higher degree involving GIS or at least two year's work experience in GIS	X	
A good level of knowledge and understanding of environmental and topographic datasets relevant to catchment management	X	
A good understanding of catchment management, hydrology or environmental management		X
A good understanding of natural capital and ecosystem services, including multiple benefits, value, risk and uncertainties		X
Experience in field data collection e.g. topographic surveying		X
Competent in processing remotely sensed datasets for GIS analysis		X
A good understanding of modern IT systems		X
A good understanding of statistical analysis		X
Experience of running spatial models in GIS, e.g. SCIMAP		X
Experience of using computer programming languages, e.g. Python, R, including for data processing or visualisation.		X
Experience of working in partnership with a range of organisations and sectors		X
Experience of open source reporting apps, e.g. Survey123		X
Track record of successful project delivery and meeting funders' requirements	X	
Track record of successful funding applications		X
Knowledge & Understanding		
Knowledge of the objectives, drivers and funding mechanisms of external stakeholders: water companies, local authorities, environmental NGOs		X
A good level of knowledge and understanding of river ecosystem function		X
Knowledge of the issues faced by rivers and the water environment		X
Skills & Personal Attributes		
Advanced desktop and online GIS skills (predominantly ESRI)	X	
Ability to overcome technical GIS problems using own initiative	X	
A keen interest in the environment	X	
Excellent IT skills, including MS Office	X	
Strong analytic skills in reviewing and synthesising data and evidence	X	
Skilled in clearly presenting spatial data to a variety of audiences	X	
Excellent data management skills including relational databases	X	
Excellent organisational skills and able to work to tight deadlines	X	
Proven ability to work in a team with a range of partners	X	
Excellent communication skills for both internal and external audiences	X	
Genuine enthusiasm, upbeat and passionate	X	
Ability to use your initiative and collaborate with others	X	
Personable with networking skills	X	
Willingness to learn and turn hand to whatever is required	X	
Miscellaneous		
Commitment to equality of opportunity	X	
Full driving licence and access to a vehicle which can be used for work purposes	X	
Ability to work occasional evenings and weekends	X	
Suitable, safe home working environment	X	

Willingness to travel within the UK and abroad	X	
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Conditions of Service

Salary: £30,000 - £32,000 (pro rata for part time) commensurate with experience.

Contract period: The position is full time or 0.8 FTE, on a one-year fixed-term contract. It is hoped that the role will continue, subject to performance and funding. The appointment will be subject to a six-month probationary period.

Pension: SERT operates a contributory pension scheme and will pay 9% of salary subject to a 6% employee contribution.

Annual Leave: Annual leave entitlement is 25 days plus public holidays (pro rata for part time)

Hours of work: The basic working week is 40 hours. Occasional evening or weekend work may be required, for which time off in lieu can be taken. No overtime will be paid.

Driving licence and vehicle: A full driving licence and access to your own transport is required. Access to a van will be provided for events.

APPLICATION PROCESS

At SERT we believe in equality of opportunity and positively encourage applications from suitably qualified and eligible candidates regardless of age, sex, race, disability, sexual orientation, gender reassignment, religion or belief, marital/civil partnership status, or pregnancy and maternity. We are committed to better reflecting society and the communities who use, need and enjoy our rivers within our workforce. We welcome requests for flexible working. All applications will be judged solely on merit.

Please email the following to jobs@southeastriverstrust.org:

- a completed Application Form, for the relevant job role that you are applying for
- a completed Equality and Diversity Monitoring Form

The deadline for applications is **Sunday 22nd May at 5pm**, with interviews taking place between **Monday 6th June** and **Tuesday 7th June 2022** via Zoom. Please get in touch if you are unable to make these dates.

If you would like to discuss the position please email jobs@southeastriverstrust.org, with your enquiry and we will arrange to call you back.

APPLICANT PRIVACY POLICY

When submitting your application to us, it is important you are aware of what will happen to your personal data after the position is filled. Please download and read our Applicant Privacy Notice from the website.