

**Fisheries Biologist  
For the Cromarty Firth District Salmon Fishery Board**

The Cromarty Firth District Salmon Fishery Board has responsibility for managing and developing salmon stocks within the Cromarty Firth District, namely the River Conon, River Alness and a number of smaller local rivers. There is close liaison with the Fisheries Trust (charitable status SCO29221, which was established in 1999) which independently exists to financially support research and activities within the Cromarty district. These tend to be those involved with delivering targeted research, environmental, educational and training projects.

The River Conon (the principal river within the region) and all its tributaries are significantly affected by hydro power production and the DSFB has an excellent ongoing relationship with SSE, the electricity generator. The work of the Cromarty Firth DSFB is varied and extensive and encompasses direct fishery management activities such as running an extensive modern wild salmon hatchery, operation of an adult salmon trap and associated fish holding facilities, smolt trapping and trucking operations and the mitigation stocking of in excess of one million eggs annually.

The Biologist's role will be to assist the Director and Clerk to the Board in the day to day management and assist with all aspects of research and contract work.

Key responsibilities of the Fisheries Biologist will include:

- Assisting with the management of the existing and future workforce of the Board, with present positions being: Operations manager and a team of Fishery Officers.
- Assisting with the monitoring of Health and Safety on behalf of the Board and working with SSE in relation to their infrastructure.
- Responsibility for supervising additional voluntary manpower from time to time when available.
- Reviewing and implementing plans for non-native species and environmental matters.
- Reporting on a regular basis to the Fisheries Director or Clerk to the Board.
- Assisting with the running and managing a wild salmon hatchery to allow for significant mitigation stocking annually.
- Carrying out various surveys, such as habitat and electrofishing surveys.
- Maintaining close working relationship with key organisations, especially SSE and SEPA but also SNH, FCS and neighbouring DSFBs.
- This role may also include developing relationships with key existing academic partners and considering any further opportunities.
- Assisting with reviewing the opportunity to develop contract work.
- Aiding the development of the existing junior angling initiative.
- Input of all relevant fishery related data to the SFCC and to MSS when required.

The Fisheries Biologist will be required to have a minimum of a relevant degree and be able to demonstrate experience in the management of wild salmon. He/she must be able to demonstrate the ability to deal with and analyse large datasets. It would be a major advantage if the post holder has experience of hatchery operations but this is not essential, however they will need to show evidence of self-motivation and have a positive, proactive attitude with experience of managing a team.

The applicant must hold a full clean driving licence.

Salary commensurate with qualifications and experience.

Closing date for applicants is 5.00pm on 27th January 2020. Interviews are planned for early February and the successful candidate will be expected to start work from March/ April or later by agreement.

To apply please send a CV and covering letter addressed to Neil Wright, Clerk to the Cromarty Firth District Salmon Fishery Board, by email to [neil.wright@galbraithgroup.com](mailto:neil.wright@galbraithgroup.com) or by post to: Clerk to the Cromarty Firth District Salmon Fishery Board, Galbraith, Reay House, 17 Old Edinburgh Road, Inverness IV2 3HF. Telephone 01463 224343.