



The Cromarty Firth Fishery Board has responsibility for managing and developing salmon and sea trout stocks within the Cromarty Firth District, namely the River Conon, River Alness and a number of smaller local rivers flowing into the estuary. The Board is also involved with delivering targeted research, environmental, educational, enforcement 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 Board has a good ongoing relationship with SSE, the generator. The Board is contracted by Scottish & Southern Energy (SSE) to run 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.

**Key responsibilities will include:**

- Managing the existing workforce of the Board, with present positions being: Assistant Biologist, Operations Manager and a team of Fishery Officers.
- Monitoring 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 required, especially in connection with existing SISI projects.
- Have oversight of the enforcement team and their duties.
- Provide training and support to staff where required and within scope of experience.
- Reviewing and implementing plans for managing non-native species and environmental matters, along with advice to proprietors on fishery and water related matters.
- Reporting on a regular basis to the Cromarty Firth Fisheries Management Committee, particularly the Chairman and Clerk.
- Running and managing a wild salmon hatchery to allow for significant mitigation stocking annually.
- Maintaining close working relationship with key organisations, which include SEPA, Naturescot, Forestry Land & Scotland (FLS), SSE, Fisheries Management Scotland (FMS), local Ghillies and neighbouring District Salmon Fishery Boards.
- Reviewing the opportunity to develop contract work and other revenue streams within the scope and management of the Board.
- Maintaining and developing relationships with key existing academic partners and considering any further opportunities for collaborative research.
- Aiding the development of the existing junior angling initiatives.
- Supervising the input of all relevant fishery related data to the Scottish Fisheries Co-ordination Centre (SFCC) and to Marine Scotland Science (MSS) when required.
- Close liaison with the Fisheries Trust (charitable status SCO29221), which independently exists to financially support research and activities within the Cromarty district.

The post holder will be required to have a minimum of a relevant degree and preferably hold post-graduate qualification and be able to demonstrate significant experience in the management of wild salmon. The post holder must be able to demonstrate the ability to deal with and analyse large datasets. Additionally, they will need to show evidence of self-motivation as well as a positive and proactive attitude. The applicant must hold a full clean driving licence.

Salary commensurate with qualifications and experience with a range in the region of £35,000 and £45,000 per annum. The successful candidate will be expected to start work by April 2022 or sooner.

To apply please send a CV and covering letter addressed to: Clerk to the Cromarty Firth Fishery Board, by email to [neil.wright@galbraithgroup.com](mailto:neil.wright@galbraithgroup.com) or by post to: Clerk to the Cromarty Firth Fishery Board, Galbraith, Reay House, 17 Old Edinburgh Road, Inverness IV2 3HF. Contact telephone number Neil Wright: 07920 725814.