



Education and Outreach Officer

Job Specification

1. Background

The River Dee in Aberdeenshire, Scotland, is internationally recognised as a Special Area of Conservation. The River Dee Trust conservation charity is, with partners, delivering a very ambitious programme across the Cairngorms and the River Dee catchment, restoring nature on a landscape scale from Braemar to the Port of Aberdeen. Its award-winning work is helping save iconic species such as Atlantic salmon from the risk of extinction.

Our mission is to deepen understanding of the river's ecology and turn science and monitoring into practical action that benefits wildlife, habitats, and local communities. We work with people who care about the River Dee, and volunteering is a vital part of what we do: supporting tree planting, habitat restoration, education, and community projects. We also provide learning opportunities for schools, organisations, and individuals across Northeast Scotland. Guided by robust evidence, we are dedicated to protecting the River Dee and its wildlife for future generations.

2. Reporting

The Education and Outreach Officer will report to the Education and Outreach Co-ordinator who reports to the Trust Manager who in turn reports to the River Director. The River Director has overall responsibility for the activities of the Trust.

3. Purpose

The general responsibilities of the Education and Outreach Officer are to help increase awareness, enthusiasm for and understanding of our local rivers throughout the community, and to support the preparation and delivery of the River Dee Trust Education Programme across Aberdeen City and Aberdeenshire working closely with the Education and Outreach Co-ordinator.

Key responsibilities include:

- Helping young people grow and develop strong connections with the River Dee and freshwater ecology by delivering the Trust's environmental Education Programme to primary schools, secondary schools and youth groups across Aberdeen City and Shire.
- Raising awareness within the wider community by delivering educational information about the River Dee, its biodiversity and the work of the Trust to organisations, community groups and individuals living in the Northeast of Scotland.
- Supporting volunteer involvement in practical conservation action, to support the delivery of the Trust's habitat restoration objectives while offering opportunities for individuals to have a positive impact within their local area.



- Supporting wider activities of the Trust including fund raising activities and key programmes such as One Million Trees, Save the Spring and the Scottish Invasive Species Initiative, as well as the Trust's field team to increase the Officer's understanding of the river and ongoing activities.

4. Skills and Background

The Officer will be enthusiastic for outdoor learning and be a great communicator, able to use multimedia and able to engage across a broad spectrum of audiences. They will have experience in delivering environmental education and engagement activities. They will have a good understanding of the natural environment and rivers. They will be highly motivated and organised to work with many schools and community groups to deliver indoor and outdoor learning visits. They will be able to work independently and within the team at the River Office. They will enjoy liaising with the general public and young people.

The following qualities are essential:

- Demonstrated ability to deliver outdoor environmental education in an engaging and safe manner, to young people especially.
- Excellent communication skills, including social media, written and oral.
- Substantial experience of presenting or teaching to groups/classes, including STEM subjects.
- Enthusiasm for the environmental activities of the Trust and willingness to get involved.
- A demonstrated ability to engage with educational organisations, members of the public and liaise with a wide range of stakeholders, including young people and community groups.
- Strong understanding of the natural environment, rivers and environmental issues.
- Awareness of safeguarding issues.
- Experience with risk assessments.
- Ability to work well independently and collaboratively in a small team environment.
- Experience in producing educational materials.
- Competency in Microsoft Office packages.
- A full driving licence.

The following qualities are desirable:

- Understanding of the Curriculum for Excellence and the Scottish Outdoor Access Code.
- Knowledge and familiarity with the freshwater and riverside environments of the River Dee.
- Experience of working with teachers or other educational leaders and supporting training needs.
- Experience of working with volunteers.



5. Hours and Place of Work

The Trust operates a 40-hour working week. This will include occasional working out with normal office hours, including weekends and evenings. The place of work will be the River Office, Mill of Dinnet, with hybrid working supported after an initial training period. The successful candidate will be required to travel within the catchment to carry out their duties and outdoor working will be part of the principle task of delivering education.

6. Remuneration and Benefits

The post will attract a salary of £28,000 with annual review. A pension scheme is offered, and 6% contributions are matched by the employer. A vehicle will be provided in connection with work duties.

7. Terms of Employment

A 2-year contract will be offered in the first instance. Subject to confirmation of funding and satisfactory performance reviews, this role will be extended accordingly.

The terms of employment will be specified in an accompanying contract and staff handbook. Please note that as this position may involve working with children, any job offer will be subject to meeting the requirements of the Disclosure Scotland Act. The Trust also operates continuous professional development and will help support the career development of the postholder.