

Job Description

Job Title: Evidence Project Officer

Salary: £26,950 to £29,569 per annum

Contract: 1 year fixed-term with possibility of extension – 35 hours per week

Location: Thames21's main office at the Guildhall, City of London; but we also offer hybrid working. You will also be expected to work out on site at various locations across London several times a week.

Responsible to: Evidence Team Manager

About Thames21

Thames21 is a leading environmental charity, working across London and the Thames Basin to deliver high-impact nature-based solutions to the climate and biodiversity crisis through restoring rivers, whilst also connecting communities to their local green-blue spaces and inspiring long-term stewardship of them.

Diversity at Thames21

Equity, Diversity and Inclusion at Thames21 is key to our success and as such we employ staff from a diverse range of backgrounds, this we feel is key in ensuring that everybody has an equal opportunity and is not treated differently or discriminated against because of their characteristics. We value the voices of our individual employees, and we strive to work in a collaborative, innovative balanced way. The postholder must actively support this.

Purpose of the job

The successful candidate will be employed as part of the Evidence Team working in a supportive, dynamic and fast-moving environment. While the post is initially funded for a year, there is likely to be further funding to work on projects related to the monitoring of Nature-based Solutions (NbS) beyond this date. The role is to aid in the delivery of a range of projects within the Evidence Program. These projects will focus on evidence collection in relation to nature-based solutions for flooding and water quality issues, as well as supporting a network of citizen scientists to carry out water quality sampling. The role will require close collaboration with a variety of project partners from local to national scales.

You will work across several projects to collect and analyse water quality evidence relating to NbS that have been installed across London or are planned to be installed. This will involve visiting sites across London regularly to survey sites, collect samples, and speak to local stakeholders.

You will work closely with our network of citizen scientists to support their efforts to measure water quality in their local area. This will involve distributing equipment and PPE, responding to their queries, and visiting sites with them to discuss local pollution issues and potential solutions.

This job would suit somebody who has an interest in river water quality, enjoys working outside, is a good problem solver, and likes working with people.

Main Duties and Responsibilities

- Routine water quality sampling of NbS installations.
- Installation and maintenance of monitoring equipment (e.g. real-time water quality sensors).
- Data inputting, analysis, presentation, and visualisation using a variety of software and online tools such as Excel, ArcGIS, and QGIS.
- Production of high impact verbal and written reports aimed at a range of expert and non-expert audiences.
- Work with local stakeholders to aid in the delivery of a range of river-related projects.
- Support monitoring carried out by citizen scientists.
- Delivery of other types of project work, as and when required by project or team managers.
- Work outside in a riverside environment in a variety of weather conditions.
- Work with Thames21 colleagues to develop and implement Thames21's vision.

Other Duties

This job description cannot cover every issue or task that may arise within Thames21. At various times the post-holder will be directed to carry out other reasonable duties in support of other Thames21 activities that are consistent with those in this Job Description.

Person Specification

It is essential that in your application you give evidence or examples of your proven experience in each of the following criteria including the competencies.

Knowledge, skills and competencies:	Essential	Desirable	Assessed by
A relevant environmental qualification (e.g. geography, biology, environmental science)	X		Application & interview
Working knowledge of water quality issues that impact on urban and rural rivers		X	Application & interview
Demonstrable experience in analysis, mapping and visualisation of data (e.g. GIS and statistical analysis)		X	Application & Interview
Knowledge of nature-based solutions for water quality and flooding improvements		X	Application & interview
An understanding of citizen science and the benefits of this approach		X	Application & interview
Excellent interpersonal skills and the ability to communicate with a range of stakeholders and partners including citizen groups, local authorities and experts	X		Application & Interview
Understanding of health and safety in a water environment		X	Application & interview
A willingness to work outside in all weathers	X		Application & Interview
UK driving license or legal entitlement to drive in the UK.	X		Application

Experience of:			
Environmental sampling and surveying, especially in freshwater environments		X	Application & interview
Data management, analysis and presentation including demonstrable knowledge of use of analytical and mapping software (including GIS and statistical analysis)		X	Application & interview
Ability to produce high impact written and verbal reports and feedback	X		Application & Interview
Communicating effectively with expert and non-expert stakeholders		X	Application & Interview
Able and confident in lone working		X	Application & Interview
Working safely in and around water		X	Application & Interview

This role is ideal for those who:

- Enjoy fieldwork and being outside.
- Enjoy working with project partners and other key stakeholders.
- Enjoy working with ambiguity and be happy to research for answers to questions
- Enjoy working with data.
- Are comfortable working in a flexible role, where change happens and being able flex with change
- Are comfortable to work across multiple projects.
- Are comfortable working at speed.
- Are happy working outside in a waterside environment in a variety of weathers – alone, with team members, volunteers and professionals.

Additional Information

- 25 days paid annual leave are available (pro rata) plus public holidays. In addition, the Thames21 office is closed between Christmas and New Year.
- Thames21 have an 'Auto Enrol' Workplace Pension Scheme with NEST.
- Thames21 operate a flexitime system of working.
- Interest free season ticket loan.
- Thames21 benefits from a workplace union with IWGB
- 24/7 access to our employee assistance programme.
- Laptop & Mobile phone for company use.
- The post holder must be willing to travel sensibly throughout London.
- The post holder must be willing to occasionally work in the evening and at weekends.
- The post holder may be required to have a current or agree to a Disclosure and Barring Service check.
- The post holder will agree to work to the Thames21 operating policies and codes of conduct.

To apply for this position please, email an up-to-date copy of your CV to recruitment@thames21.org.uk with the reference **EVO0726** in the subject box of your email application.

The closing date for applications is: **5pm Tuesday 19th August 2026**.

Interview dates: **Week commencing 31st August 2026** (subject to change).

We appreciate the time you took to apply for this role, and we understand that it can be disconcerting when you don't hear back from a position you have applied for. However, due to the high number of applications we expect to receive, we are unable to respond to or provide feedback on individual applications. Nevertheless, we want to manage expectations. Therefore, if you do not hear from us within 4 weeks of the closing date, please assume that your application has **not** been successful on this occasion.

Please advise in your application if you are happy for us to contact you for any future opportunities that may arise, should you not be successful in this position.

No agencies, please.