



Job Description

Job Title:	River Restoration Officer
Salary	£29,936 - £39,629 per annum (according to level of experience).
Contract length:	Fixed term contract – 35 hours per week for 1 year – with likely possibility of extension
Location:	Guildhall - Hybrid/ Flexible.
Responsible to:	Thames21 River Restoration Programme Manager and Head of Improving Rivers

About Thames21

Thames21's purpose is to deliver increasingly resilient and healthy rivers and landscapes that are closer to their natural state with an abundance of fish and wildlife, empowering and working with people to bring multiple benefits to the natural environment, to individuals and communities.

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 and balanced way. The postholder must actively support this.

About the role

In recent years we have significantly upscaled our planning and delivery of river restoration works and in 2020/21 we restored 5km of rivers. In the next 5 years we intend to continue to expand this work, and by 2027 we aim to improve 15km of river habitat annually.

To enable this, we are looking for a committed, self-motivated and technically capable River Restoration Officer.

If you have a strong interest in river/wetland ecology, have studied rivers, their restoration and have a grasp of the techniques, designs and permitting processes required to restore rivers and improve river health, you may be perfect for this position.

Your role is to carry out fieldwork, delivering nature-based solutions across river catchments, working with a variety of stakeholders and running events with volunteers and local groups. Other additional requirements may include project development, citizen science to support delivery, as well as oral presentations and reporting.

The role involves developing concepts and graphics for river restoration actions across catchments in London. The role will involve working with principal designers and contractors and applying the Construction (Design and Management) Regulations 2015 (CDM 2015), ensuring risks are effectively managed throughout the design and delivery of river restoration schemes.

This role is a key position in implementing Thames21's mission. The selected candidate will be part of a successful and dynamic environmental charity, as well as part of a committed team. You will have the chance to input, help develop our goals and make a real difference to the health of London's waterways.

The post may be appointed at different salary bands depending on the successful candidate's qualifications, skills and experience. Applicants who do not currently meet all desirable criteria but demonstrate the potential to develop into the role are encouraged to apply.

Main duties and responsibilities

- Work with Thames21's River Restoration Manager and Thames21's Head of Improving Rivers, as well as other stakeholders, to develop and deliver river and wetland restoration projects throughout the areas we work.
- Obtain all necessary permissions to deliver the projects, potentially including flood risk activity permits and planning permission.
- Work outside in a riverside environment in a range of weather conditions – alone, with team members, with volunteers and other professionals.
- Co-ordinate and deliver a series of river habitat and floodplain improvements, including community-led river restoration activities.
- Preparation of documentation for river restoration construction: client brief, construction phase plans, health and safety files.
- Support, co-ordinate and deliver volunteering events.
- Work with contractors to implement projects so they achieve maximum environmental and community benefits.
- Transport of equipment to/from our offices and restoration sites.
- Occasionally present project updates and results to stakeholders and catchment partnerships.
- Work with project partners to develop and manage tender processes for works requiring contractors, ensuring all procurement activities meet the relevant requirements of partners, funders and legislation, including CDM 2015.
- Carry out assessments and opportunity mapping for river restoration projects.
- In partnership with others, use a range of monitoring tools to record and quantify the impact of different activities.
- Regular co-ordination with Thames21's Communications Team to ensure key milestones are recognised and publicised.
- Maintain clear records of progress, ensure all administration and statistical information is kept, and regularly upload information onto the Thames21 database.
- Work with Thames21 colleagues to develop and implement Thames21's 5-year plan.
- Adopt and promote Thames21's core values.

This job description cannot cover every issue or task that may arise within the post at various times, and the post-holder will be expected to carry out other reasonable duties from time to time which are broadly consistent with other Thames21 activities with those in this document.

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.

Qualification, development & knowledge:	Essential	Desirable
Relevant academic or professional qualification and/or experience	√	
Ability to work well within a team	√	
An understanding of the environmental issues that face urban and rural rivers, particularly geomorphology	√	
A knowledge of community engagement and approaches to increasing impact and opportunities		√
Project management qualification		√
Experience:	Essential	Desirable
A minimum of two years' project delivery experience and a proven track record of successful project development and delivery		√
Experience of organising and delivering practical activities to restore rivers		√
Experience of working with communities to achieve their ambitions		√
Recent experience of working with partnerships and stakeholders		√
Experience of managing contractors		√
Experience of designing, gaining consent and delivering river restoration projects		√
Experience using GIS software (e.g. QGIS or ArcGIS) to support project development and delivery.		√
Experience of fish passage assessment, design and/or construction.		√
Experience of producing concept designs, maps and technical drawings for river restoration projects		√
Working knowledge of Construction Design and Management regulations (CDM 2015)		√
Full UK driving licence, with the ability and willingness to drive across the operational area, including in central and Greater London traffic conditions, and happy to drive a van.	√	
Skills and competencies:		
Commitment to equality of opportunity	√	
Genuine enthusiasm and passion for delivering healthy river ecosystems.	√	
Strong strategic thinking, problem solving, planning skills		√
Excellent verbal, written and IT skills	√	
Demonstrate an understanding of Health & Safety issues		√
Ability to work with a broad range of partners such as officers from statutory organisations, local government, the voluntary and private sectors	√	
Experience in/ ability to work with databases to record and monitor outcomes	√	
Willingness and ability to work outdoors in all weather conditions and across a range of river and wetland environments.	√	

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.

Closing date for applications: 5pm, 17 August 2026

Interviews proposed for Week commencing: 31 August 2026 (Subject to Change)

To apply for this position please, email an up-to-date copy of your CV and a covering letter to recruitment@thames21.org.uk with the reference (**RRO0726**) in the subject box of your email application.

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.