



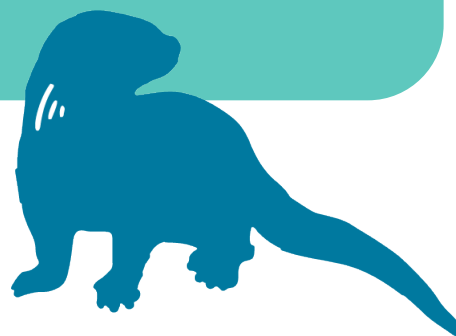
Community Engagement Trainee

Recruitment pack

Thank you for your interest in working at Eden Rivers Trust.

Eden Rivers Trust is an environmental charity that is *Rethinking Rivers for Good* in the Eden catchment in Cumbria. With sixteen staff and an annual turnover of just over £1million, we are committed to change that has a positive impact for the environment and people of the Eden catchment.

This pack includes more information about our charity and the role. Please do get in touch if you would like an informal chat about the role before applying.



About us

Eden Rivers Trust

Eden Rivers Trust (ERT) is the Cumbrian conservation charity standing up for Eden's rivers, enhancing and protecting the river environment so that people and wildlife can thrive.

Since 1996, we have created and protected havens for wildlife, ensured that our precious fresh water is clean and safe for everyone, and spread the word about healthy, natural rivers far and wide.



Our vision is

clean and healthy rivers providing a brighter future for all

Our values are

Teamwork, Commitment, Relevance, Creativity, Partnership

Our strategy

We work to create more resilient rivers, stop the spread of invasives, enable nature recovery and water- and nature-friendly farming, and tackle climate change. The golden thread running through it all is the principle of working with communities and partners; farmers, volunteers, schools, parishes, agencies, universities, NGOs and more.

Our current strategic plan covers the period 2023- 2028 and is driven by the following ten-year goals for engagement, profile, natural habitats, water quality, species recovery, financial stability and governance.



More about our strategy <https://edenriverstrust.org.uk/our-impact/strategic-plan/>

The River Eden and its catchment

The Eden is more than just a river – it's a lifeline. Flowing 80 miles through east Cumbria from Hellgill Force to the Solway Firth, this stunning network of rivers, becks, and lakes spans 850 square miles of Cumbria. When Eden's rivers thrive, so do we.

The river is a Site of Special Scientific Interest (SSSI) and a Special Area of Conservation (SAC); one of England's finest large river systems on limestone and sandstone. 80 miles long, it is active and fast-flowing, and internationally important for its habitats and wildlife. It flows from south to north, forming an important aquatic habitat corridor connecting to the Solway Firth.

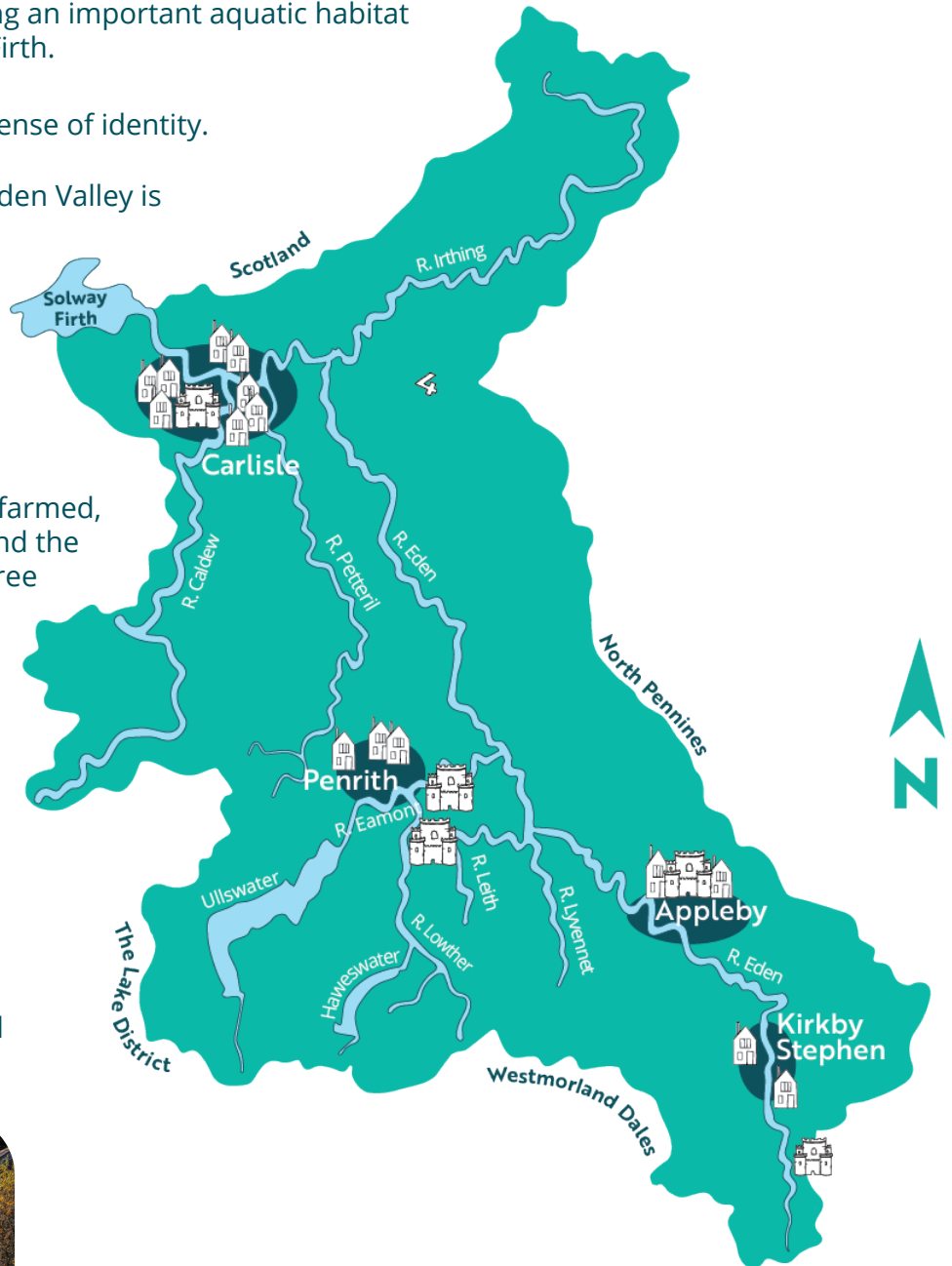
The Eden catchment has a strong sense of identity.

At its heart, the broad undulating Eden Valley is moulded into drumlins and eskers, with fertile soils. The landscape is dominated by small farms with significant areas of woodland, farm copses, mature hedgerow trees, stone walls and historic villages.

There are five main tributaries - all farmed, but each has their own character and the whole catchment is encircled on three sides by wilder uplands.

The catchment contains numerous additional SSSIs, and overlaps with three National Parks (Yorkshire Dales, the Lake District and Northumberland), and two National Landscapes (the Solway Firth and North Pennines). Hadrian's wall crosses its northern reaches.

It is a wonderful place to live and work.



© Rod Ireland Photography



© Andrew Currie



Our track record

Our more recent projects and initiatives are well documented on our website and many of our previous achievements can be found in our 25th anniversary publication.

Since then, highlights have included:

- Two large river restorations,
- reintroducing over 700 water voles to establish 3 new populations,
- Securing 57Ha of riparian woodland,
- An annual biosecurity roadshow around Ullswater,
- Executing water quality and habitat improvement projects on 30 farms,
- 1 new community tree nursery, and
- Started a major ***Access to Eden: Breaking barriers, building bridges*** partnership project worth £2.6 million.

visit edenrivertrust.org.uk

[Read our 25th Anniversary magazine](#)

Our base, staff, trustees and volunteers

ERT's office is situated in the centre of the catchment - in the town of Penrith, within easy reach of the M6 and the West Coast main railway line.

The team is made up of 16 highly committed and well qualified staff.

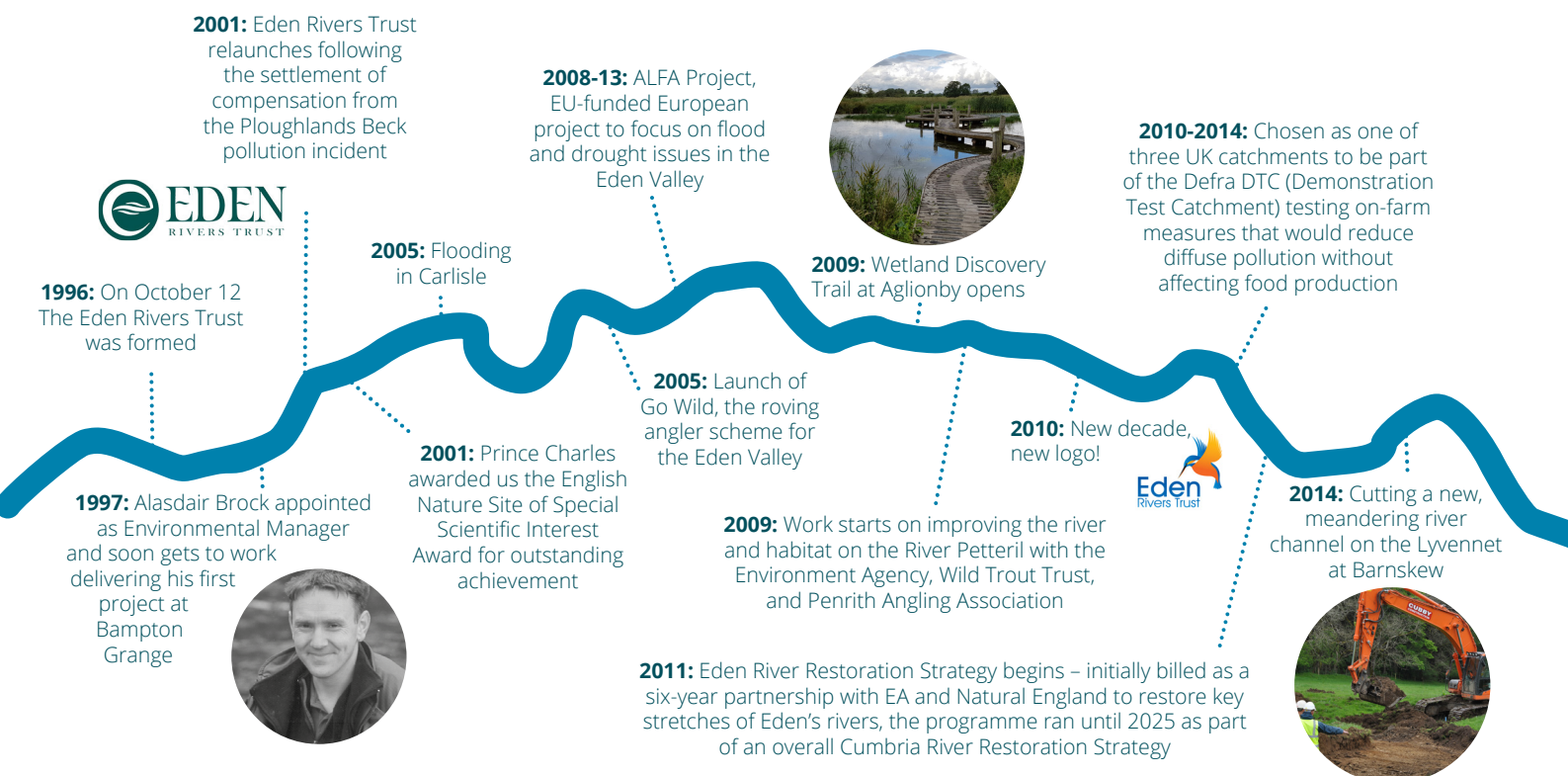
The senior management team is made up of the CEO, the Head of Conservation Operations and the Finance Manager.

We currently operate a trainee position in the summer months and university placement students are welcomed for various periods when opportunities arise.

Our Board contains nine trustees from across the Eden Catchment, with a diversity of skills, age and gender.

Sectors represented include: land management and farming, riparian management, education and public engagement, academia, safeguarding and health.

We have approximately 60 active volunteers who are highly valued members of the ERT team. Their contribution to our programme is enormous and indispensable; they undertake every sort of practical conservation activity, as well as surveys and monitoring, and event support.



A dedicated set of those volunteers has grown around our Community Tree Nursery. This was established in 2022 on an allotment close to our office, and is the source of considerable pride for staff and volunteers alike.

Our finances

Our average income is just above £1 million per year - the majority of which is made up of grant funding from an increasing diversity of sources.

Further information on our finances can be found with our annual reports on the Charity Commission website under **The Eden Rivers Trust**. Registered Charity, Number 1123588. Company limited by guarantee number 06460807, registered in England and Wales.

Our partners

Partnership working is central to everything Eden Rivers Trust does. We don't own land, therefore establishing and maintaining good relationships with those who do is crucial.

Farmers and land managers are the most important partners that enable our practical conservation work, but as we increase activity in urban areas, relationships with local government are becoming more significant too.

Other crucial organisational partners include the Environment Agency, Natural England, Defra, the local National Park and National Landscape Authorities, the National Lottery Heritage Fund, United Utilities and other environmental NGOs active in Cumbria.

We are an independent charity but work with 65 Rivers Trusts in Britain, Northern Ireland and Ireland, as a member of The Rivers Trust Movement.

This national body provides an umbrella organisation for the Movement, and supports all local rivers trusts with additional expertise, data and opportunities, and enables us to share our local knowledge and experience to influence policy at national level.

Locally, we work particularly closely with the other Cumbrian Rivers Trusts (West Cumbria, South Cumbria and Lune) and those based in other river catchments in the North West.

Like many local rivers trusts we host a Catchment Partnership – in our case the Eden Catchment Partnership. This body brings together over 30 individual and organisational stakeholders who work on water management in the Eden catchment.

We work together to deliver the aspirations laid out within Revitalising Eden: The Eden Catchment Plan (2020). This document, developed by the Partnership, contains the our collective aspirations for improving integrated water management in the Eden, and has since been acknowledged nationally as an exemplar.

2014: Eden Apprentice scheme launched as part of our second major community engagement programme supported by the National Lottery Heritage Fund.

2016: Awarded the 2016 UK River Prize (as part of the Cumbria River Restoration Strategy team)

2018: Cairn Beck NFM project commences after receiving funding from the EA as part of the Defra NFM project

2018: Eden Rivers Wonder World exhibition is held. More than 10,000 people visit the interactive exhibition depicting the amazing life found in Eden

2020: The Eden Catchment Partnership, led by us, launches Revitalising Eden: The Eden Catchment Plan setting out plans to improve the Eden catchment over the next 10 years.

2021: Major river restoration project at Thrimby to protect rail infrastructure and improve habitat

2022: Break ground on the Eden Community Tree Nursery

2024: £2.7m Heritage Fund supported partnership project, *Access to Eden: Breaking barriers, building bridges* begins

2023: First releases as part of our Water vole reintroduction in the Lowther catchment



2015: In December Storm Desmond ravages Cumbria, affecting the natural and built environment

Job Description

Community Engagement Trainee

Paid training placement

Location:	Penrith, Cumbria
Contract:	4 or 5 days a week, 12 months fixed contract
Reports to:	Access to Eden Project Manager
Direct reports:	None
Salary:	£24,784.50 per annum pro rata (National Living Wage)

Background to the role

Eden Rivers Trust has obtained funding via our National Lottery Heritage Fund supported project, *Access to Eden: Breaking barriers, building bridges* for a 12-month trainee position to undertake community awareness work, alongside supporting our practical conservation programme with volunteers.

This role will focus on supporting the team with the planning and delivery of community engagement events and volunteer work parties across our catchment, including practical conservation activities, organising and occasionally leading guided wellbeing walks and our public campaigns to stop the spread of invasive non-native species through 'Check, Clean, Dry' and the Big Balsam Bash.

Our audiences experience a range of barriers preventing them from accessing blue and green spaces, and this role will help support them to overcome these barriers through engagement activities.

The role has some flexibility in addition to these duties and can be adapted based on personal interests if this fits within the scope of current activities.

This role is suitable for an outgoing individual starting out or career switching into conservation and/or community engagement.

Purpose of job

The role will support Eden Rivers Trust's community awareness programmes and staff Team as part of the Access to Eden project; using conservation activities to engage communities with the blue and green spaces around the Eden catchment.

The role will involve a mix of being out in the community delivering events as well as planning time in the office in Penrith. Initially, the team will provide support, but training will be provided to develop the skills needed to run events and manage groups of volunteers.

The Trainee will need to feel comfortable working with a range of people with different backgrounds and needs as our projects in Carlisle work with communities in some of the most deprived areas of the city.

The Trainee will be supported in their development of skills useful for future employment that are available within the scope of this programme of activities.

Due to the nature of community engagement work, weekend and evening work will be required, however time off in lieu is provided.

Key Responsibilities:

1. Support the Community Engagement Coordinator's work with groups of volunteers (including those who experience barriers to engaging with the environment) on the delivery of various conservation tasks to improve the environment and water health.
2. When trained, to lead volunteer sessions.
3. Organise, and potentially occasionally lead, guided wellbeing walks around the catchment.
4. Support the Outdoor Learning Manager with engagement at our project sites, including working with communities in areas of deprivation.
5. Support the Invasives Officer with the invasive species awareness and removal.
6. Liaise with and work alongside staff from other organisations as appropriate.
7. Maintain appropriate written and photographic records of work undertaken.
8. Undertake training in first aid, water safety and other courses as may be required during the year.

General organisation

- Adhere to the Trust's policies and procedures with particular reference to Health & Safety, Safeguarding and data protection. (GDPR)
- Contribute to the development of the organisation as a whole working alongside colleagues.
- Actively participate in 1:1 meetings with line manager, team meetings and other Trust meetings/ events as required.

- Undertake other duties from time to time as reasonably requested by the Chief Executive.
- Work flexibly across the Trust as required by operational need and carry out other duties commensurate to the nature and grade of the post.

Person Specification

Essential

- Excellent interpersonal and oral presentation skills. Can communicate with confidence to people of all ages.
- Able to understand and retain ecological information and then explain it in a way that audiences of all ages and abilities can understand and relate to.
- Able to manage workload and operate without direct supervision.
- Able to work with groups, especially groups of volunteers and people from diverse backgrounds.
- Enjoys working outdoors whatever the weather.
- Holds a current, full UK driving licence.

Desirable

- Knowledge and experience of issues around ecological, rivers and conservation topics.
- Experience of teaching individuals and groups of varying ages and abilities.

Looking after our staff

Annual leave Full-time employees are entitled to **33 days of paid leave per year** which includes Bank Holidays and Statutory Holidays. This entitlement will increase by two days after three years' service and another one day after five years of continuous employment to a maximum of 36 days. This entitlement will be pro rata if you join/leave within the current holiday year or work part-time.

Pension Employees may join either The Rivers Trust pension scheme or the NEST pension scheme. Employees can decide to dis-enrol from the pension scheme if they choose. If you join The Rivers Trust pension scheme, you contribute a minimum of 6% (of your salary) and we contribute 9%.

Life Assurance is also included in The Rivers Trust Scheme. We pay three times your pensionable salary if you die.

Tools for the job We'll provide the essentials you'll need to carry out your role – laptop, mobile phone and personal protective equipment (PPE) plus any other equipment as necessary.

Time off in lieu You may be required to work additional hours e.g. in the evening or at weekends for which time off in lieu (TOIL) will be available. These additional hours must be agreed and approved by your manager in advance.

Free parking at ERT's office in Penrith.

Mileage expenses This post will involve travelling around the county and mileage expenses will be paid at 55p per mile (private vehicle). ERT also has two vehicles that you may be able to use.

Additional information about the role

Contract This post is a fixed term contract for 12 months. It is a full-time position, 5 days (37.5 hours) per week however, we are open to the role being a 4 days per week contract. Occasional evening and weekend work will be required.

Working hours Normal working hours are 9 am to 5 pm, 5 days each week (with a 30 minute meal break), equating to a 37.5 hour working week.

Location The usual place of work will be ERT's office in Penrith, with travel around the county required to deliver the roadshows, attend events and deliver schools and volunteer sessions.

Criminal records check the successful applicant will be required to complete a Disclosure and Barring Service check (DBS) and provide satisfactory references. Please read the guidance for completing the application form about our policy regarding the employment of ex-offenders and DBS checks before you complete the application form.



Application process

Application forms are available from the Eden Rivers Trust website:
<https://edenriverstrust.org.uk/vacancies/> and click on the job title.

To apply for this role please complete the Application Form and email it to **office@edenrt.org**

Deadline for applications: **9 am, Monday 05 October, 2026.**

Interviews for this post will take place week beginning **Monday, 12 October**. We may close this vacancy early should we receive enough suitable applications. Therefore, if you are interested, we encourage you to submit your application as soon as possible.

If you wish to arrange an informal conversation about this role, you are welcome to contact Rhian Ebrey, Access to Eden Project Manager at **rhian.ebrey@edenrt.org** to do so.

Thank you for your interest in applying for a role with Eden Rivers Trust

