



Tees Invasive Species Project (TISP)

TITLE: INNS Project Delivery Officer (2 Positions)

AREA: Tees Catchment

STATUS: Full time FTC: Five-year Delivery Phase – July 2026 – June 2031

SALARY: £28,000 - £34,000 DOE

THE PROJECT

The River Tees catchment is home to a rich and diverse natural heritage, supporting important habitats, wildlife and communities from Cross Fell to the North Sea. However, this valuable environment is increasingly threatened by invasive non-native species (INNS), which can significantly impact biodiversity, damage habitats and affect the enjoyment and use of our rivers and landscapes.

The Tees Invasive Species Project (TISP) is a five-year, National Lottery Heritage Fund supported project taking a catchment-scale approach to tackling invasive non-native species across the Tees.

Working across the whole catchment, the project will deliver practical invasive species management, innovative monitoring and research, habitat restoration, volunteer engagement and education to reduce the impacts of priority invasive species and create a more resilient landscape for future generations.

The project focuses on four priority species:

- Giant hogweed
- Himalayan balsam
- Japanese knotweed
- Floating pennywort

This is an exciting opportunity to join the delivery team of a major conservation project and play a key role in developing a coordinated, long-term approach to invasive species management across the Tees Catchment.

ROLE OVERVIEW

The INNS Project Delivery Officer(s) will support the delivery of practical invasive species management across the Tees Catchment, working closely with landowners, contractors, partner organisations and communities. The role will focus on implementing best practice control methods, managing priority INNS sites, supporting innovative approaches including biological control, and developing the data, mapping and monitoring systems needed to guide catchment-scale decision making.

The successful candidate will play a key role in delivering the project's invasive species objectives, including supporting the establishment of biological control sites, coordinating contractor-led works, improving catchment intelligence through GIS mapping, and helping develop long-term biosecurity approaches.

Key Responsibilities

Invasive species management and delivery

- Deliver practical management of priority invasive species across the Tees Catchment, including giant hogweed, Himalayan balsam, Japanese knotweed and floating pennywort.
- Support the implementation of control programmes using best practice techniques and current guidance.
- Work alongside contractors, volunteers and partner organisations to ensure effective and safe delivery of invasive species control works.
- Support the development and delivery of catchment-scale giant hogweed management, including site prioritisation, contractor coordination and monitoring of treated areas.
- Support habitat restoration activities following invasive species control.

Biological control programme delivery

- Support the implementation, monitoring and management of biological control trials across the catchment.
- Work closely with project partners, including CABI, to establish and monitor biological control sites.
- Support the delivery and monitoring of:
 - Himalayan balsam biological control sites.
 - Japanese knotweed biological control sites.
 - Floating pennywort biological control sites.
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- Record outcomes, monitor success and contribute to project reporting and evaluation.

- Produce good practice handbooks, including lessons learnt for shared learning throughout the project.

GIS mapping, monitoring and data management

- Develop and maintain accurate GIS records using ArcGIS to map invasive species distribution, treatment areas and project progress.
- Work with volunteers, contractors and project partners to collect and validate INNS records across the catchment.
- Use mapping data to support prioritisation of future management activities and identify emerging risks.
- Support the development of catchment-scale invasive species intelligence.

Partnerships, engagement and rapid response

- Build strong working relationships with landowners, local authorities, environmental organisations, river users and community groups.
- Work collaboratively with regional partners to support a coordinated approach to invasive species management.
- Contribute to the development and implementation of a catchment biosecurity plan.
- Support regional rapid response activities, ensuring new invasive species outbreaks are identified, recorded and acted upon quickly.
- Deliver presentations, training sessions and guidance to volunteers, communities and partner organisations.

Project support and coordination

- Maintain accurate project records, monitoring information and reporting data.
- Work closely with the Project Manager, Volunteer Coordinator and Education Officer to ensure successful delivery of project outcomes.
- Support project communications, including sharing achievements, case studies and updates.
- Undertake other duties in line with the objectives of the Tees Invasive Species Project.

PERSON SPECIFICATION

We are looking for someone passionate about protecting rivers, habitats and biodiversity who is excited by the opportunity to deliver large-scale environmental change. You may come from an invasive species, ecology, conservation, land management or environmental project background. You will be organised, practical and confident working with a wide range of partners, from landowners and contractors to volunteers and community groups.

Criteria	Essential	Desirable
• Experience of working on invasive non-native plants, giant hogweed, Japanese knotweed, Himalayan balsam or floating pennywort	☒	
• Experience of practical conservation, habitat management or land-based project delivery.	☒	
• Experience developing relationships with landowners, communities, volunteers or partner organisations.	☒	
• Experience of carrying out presentations to community groups, river user groups and other vested interest groups		☒
• Experience using GIS systems, particularly ARCGIS to record, analyse and present environmental data.	☒	
• Ability to establish and carryout biosecurity protocols for volunteers, contractors and community groups.		☒
• Ability to work on your own initiative and manage competing priorities	☒	
• Ability to work effectively as part of a small project team	☒	
• Excellent communication and organisational skills.	☒	
• Good IT Skills such as Microsoft Word, Excel and Outlook	☒	
• A valid full driving licence is also required and access to own vehicle (must be covered under business insurance)	☒	
• <i>Experience of biological control approaches</i>		☒
• <i>Experience using environmental data platforms such as iRecord or INNS Mapper</i>	☒	
• <i>Experience of managing contractors</i>		☒



ABOUT TEES RIVERS TRUST

The Tees Rivers Trust is an environmental charity established in 2008, dedicated to protecting, restoring and enhancing the River Tees and its tributaries.

Working across the entire catchment, from Cross Fell to the North Sea, we are the only conservation organisation focused solely on improving the health and resilience of the River Tees catchment.

Our work takes a whole-catchment approach, combining practical conservation, research, education and partnership working to improve habitats, biodiversity and water quality. Our projects cover river and estuary restoration, natural flood management, sustainable land management, fisheries, habitat improvements and invasive species management.

We work closely with communities, landowners, organisations and volunteers to deliver long-term positive change for both people and wildlife.

The Tees Rivers Trust also coordinates the Your Tees Catchment Partnership, bringing together organisations from across the catchment to work collaboratively towards shared goals for the River Tees and its wider environment.

WHAT WE OFFER

- The opportunity to work within a small, passionate team delivering meaningful environmental change.
- Competitive salary.
- 9% employer pension contribution after successful completion of a six-month probation period.
- Access to health care scheme after successful completion of a six-month probation period.
- Cycle to work scheme.
- 25 days annual leave plus bank holidays.

WANT TO APPLY?

If you're excited about tackling invasive species at a catchment scale and making a genuine difference to the future health of the River Tees, we'd love to hear from you.

To apply, please send your CV and a covering letter outlining your experience and why you are interested in the role to Chloe Lawrence at chloe@teesriverstrust.org.

Closing date for applications: 30th October 2026

If you're interested in the role but aren't sure whether you meet every requirement, we'd still love to hear from you. We know great candidates come from a variety of backgrounds, and we are happy to have an informal conversation about the role, the project and whether it could be the right fit for you.

Interviews will likely commence on W/C 23rd November 2026.