



Join Us in Restoring Life to the Tees Estuary

Do you love hands on technical problem solving, working under pressure, being outdoors and seeing the real-world impact of what you do each day? Can you lead and inspire a small team of passionate practitioners? We're looking for a **Nursery Technical Lead** to be part of an inspiring project bringing native estuarine species back to the Tees Estuary and reviving vital habitats. At our estuary nursery site in Hartlepool, you'll be at the cutting edge of our initiative to nurture species such as **seagrass, mussels** and **native oysters**, playing a key part in bringing these vital ecosystems back to life.

This is a role for someone who enjoys variety, cares deeply about the natural world, and thrives as part of a friendly, supportive team. Every day brings something different—and every task contributes to a healthier estuary.

What You'll Be Doing

This is your opportunity to experiment with new ideas and concepts in this evolving space and the chance to set precedents and parameters that can be replicated and adopted elsewhere You'll play an important and valued role in our restoration work, including:

- **Leading the day-to-day running** of nursery systems for seagrass, native oysters and other estuarine species.
- **Working closely with partners and stakeholders**, helping maintain the positive relationships that support our licences and permissions.
- **Looking after our recirculatory aquaculture system**, taking pride in its construction, maintenance and smooth, safe operation.
- **Championing Health & Safety**, acting as the site's Designated Officer and helping build a culture where everyone feels confident and supported.

Who We're Looking For

This is not a 9-5 job! You'll be someone who:

- Brings experience of aquaculture nursery systems
- Enjoys practical, hands-on work in all weathers
- Has a natural flair for problem-solving and finding workable solutions
- Likes being part of a small team where everyone pulls together
- Is prepared to work unsociable hours when needed.

Most importantly, you'll care about the difference this work makes. If you find satisfaction in seeing ecosystems recover—and you're the sort of person who's happy to roll up your sleeves to make it happen—we'd be delighted to hear from you.

How to Apply

Please send your **CV** and **covering letter by 5pm 27th February 2026** to: judy@teesriverstrust.org

Your covering letter should include:

- The name of the post and why you're interested in the role
- What qualities and experience you'd bring to the Tees Rivers Trust

Please keep your covering letter to one side of A4.
