

Job title: **Deputy Head Riverkeeper, Leckford**

Core information

Location: The Leckford Estate, Stockbridge, SO20 6DA	Profession: Commercial Leisure
Reports to: Head Riverkeeper	
People Management: Yes Assignment Management: No	
Partnership Level: Partnership level 9	Manager's Partnership level: Partnership level 8
Number of direct reports: None	Partnership level(s) of direct reports: None

About the John Lewis Partnership

The Partnership is the UK's largest employee-owned business and home to our two well-loved retail brands - John Lewis & Partners and Waitrose & Partners, as well as expanding into new areas beyond retail.

We aren't an ordinary business though. The Partnership is different because everyone who works here isn't just an employee. We are Partners, with a shared responsibility for our success, and we share the rewards when we're successful.

Everything we do is powered by our unique purpose: **Working in Partnership for a happier world.** Our Purpose inspires our principles, drives our decisions and acts as our guide so that everything we do contributes to Happier People, Happier Business and a Happier World.

Critical purpose of the role

To assist the Head Riverkeeper in ensuring the profitability of the Fishing Department through the provision of consistently high-quality fishing and stockfish following management and farming guidelines. Manage a safe and effective vermin control policy. Demonstrate excellence throughout the business.

The primary responsibility is to provide quality fishing by maintaining the 16 Estate beats of the River Test and two still water fisheries and supplying trout to stock them.

The fish farming and fish sales side of the business requires knowledge of rearing Trout (Brown and Rainbow) to a high standard, from hatchery to on-growing and delivery to customers.

The work can be physically demanding and the job often requires early starts and late finishes.

Compliance with Fish Farming regulations is crucial and up-to-date knowledge of changes to policy needs to be maintained.

River Test SSSI

We aim to give the visiting anglers world-class fishing in an environment that is sympathetically managed to retain the habitat that makes the Chalkstreams unique.

A good working relationship with Natural England and Environment Agency representatives is vital, as is a knowledge of the regulations on working within the SSSI and Riverine habitats.

Hatchery

Experience and knowledge of the hatchery environment to assist with the following:

Broodstock management
 Spawning protocols for Brown Trout and Rainbow Trout.
 All Female and Triploid production
 Egg and fry husbandry
 Anti-biotic use and legislation (CEFAS, VMD, FHI)

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PARTNERSHIP

WAITROSE
 & PARTNERS

Fish Farming

A knowledge of the following:

Fish Diseases and Treatments

Fish Movement Legislation (CEFAS)

Fish Transport (Livestock Transport Licence)

Primary Outcomes & Accountabilities

Economic performance: Contribute to budget preparation and monitoring, control costs, monitor working practices procurement and stock control

Partner Development:

Manage and motivate all Fishing department Partners and staff to include, training and development, succession planning and appraisals in the absence of the Head Riverkeeper.
 Manage yourself and your professional development.

Customer: Exhibit the highest standards of customer service, continually assess, develop and contribute to strategies to improve the customer offer
 Support the administration of Partner and outside Anglers and Stock Fish customers

Marketing and business development: Contribute ideas to a vision and strategy document for the Fishing dept.

Manage Fishing Dept. health and safety policy: Continually review current and conduct new risk assessments. Ensure the health and safety of all Partners, public and suppliers are maintained through a proactive approach

The product: Assist in the delivery of high-quality Chalkstream and Lake fishing that exceeds the customers' expectations
 Produce and deliver stock Trout that comply with current legislation and are farmed in a responsible way (Triploid Brown Trout). Adhere to Cefas fish movement protocols

Communicate effectively: Communicate with Partners, staff, Anglers, fish customers, other managers and the general public

Measures of success

Performance against budget
 Financial results
 Benchmarking against competitors

Partner Survey
 Successful completion of Partners PDP's
 Completion of mandatory training by all Partners

Feedback from members and visitors
 Season rod retention rate

Annual review of vision and strategy
 Occupancy rates

Feedback from safety audit
 Feedback from health and safety meetings

Feedback from Anglers
 Feedback from customers, annual Cefas audit

Feedback from N.E and E.A

Partner Survey
 360 feedback

PARTNERSHIP

Skills

- **Communication**
- **Organised with good time management skills**
- **Self motivated with the ability to work as part of a wider team**

Six capabilities for recruitment

- **Absolute Clarity** – to understand expectations and be clear on responsibilities.
- **Owning It** – Actively contributing to make things happen.
- **In this together** – Working collectively to succeed as one team.
- **Brilliant Retailers** – Delight our customers for a sustainable Partnership.
- **Continuous Improvement** – Innovate at pace to transform our Partnership.
- **Distinctly Partnership** – Embody the mindset of a co-owner.

Qualifications & Experience (where applicable)

Essential

- HND or equivalent or a high level of practical knowledge in Fish Farming/ Fisheries Management
- Driving License
- Substantial Fish Farming and Fisheries Management experience
- IT proficient.

Desirable

- Level 2 Coach- Fly Fishing
- CS0961 Award for Felling and Processing Small Trees
- Fisheries management
- Fish farm management
- Tractor & Machinery driving experience

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