

Job title: Riverkeeper

Core information

Location: THE WAITROSE FARM, LECKFORD ESTATE SO20 6DA and surrounding areas. Based at Longstock SO20 6EH	Profession: Commercial Leisure
Reports to: HEAD RIVERKEEPER	
People Management: No ▾ Assignment Management: No ▾	
Partnership Level: Partnership level 10	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 enhance the Waitrose brand through the Fishing Department. Riverbank maintenance, mowing, strimming and weed cutting. Fish farming and instructing on Corporate days on the Lake Fisheries.

Primary Outcomes & Accountabilities

- Set clear intent, direction and guardrails to achieve outcomes, aligned to the Partnership strategy.
- Support Profession Leads to build capability and establish ways
- Empower and support Partners through a team of managers to make decisions and resolve challenges.
- Enable Partners to have a voice in our business.
- Invest in your personal and professional development, acting as a role model for all Partners.
- Leverage insight and internal and external networks to keep abreast of key customer requirements, market conditions and trends, including technological advancements.
- Own business processes, frameworks and tools within your area, continuously improving them to drive efficiency and effectiveness.
- Health and Safety: follow safe working practices and be aware of the Risk Assessments for the work we

Measures of success

- Adhere to safe working practices at all times. Standards to be assessed, manager feedback good dress code, be polite and helpful. Customer feedback.
- Visual assessment
- Vigilant to signs of disease or distress. Records kept
- Additionally, you will be accountable for key metrics and measures on an ongoing basis to track business success in support of the overarching strategy.

<p>undertake. Contribute to enhancing our culture of H&S</p> <ul style="list-style-type: none"> • Work to a high standard. We strive to manage the Fishery in a way that provides the Chalkstream experience but not to the detriment of the environment • Be aware that the job is customer-facing, you will be interacting with Anglers and Fish customers on a daily basis • It is your responsibility to look after tools and PPE and to report any breakages or failures • The Fish Farms must be operated to the best animal welfare standards, biosecurity and stockmanship are paramount in achieving this. • Comply with legislation regarding fish farming and the movement of fish. 	
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<p>Skills</p> <ul style="list-style-type: none"> •
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<p>Six capabilities for recruitment</p>
<ul style="list-style-type: none"> • Customer & Performance Focus • Empowered Partner •

<p>Qualifications & Experience (where applicable)</p>
<p>Essential</p> <ul style="list-style-type: none"> • Good work ethic, punctual, well turned out and polite. • Clean Driving Licence • A good level of fitness, some of the work is physically demanding. • Good customer service prepared to spend time with advice and gather feedback. • Able to work unsupervised and to a high standard • Diligent when working on Fish Farms, able to spot early signs of potential problems • Evidence of basic numeracy and English literacy skills • Trout Farming and Estate maintenance skills an advantage (Carpentry, Chainsaw, Fencing etc) • Good general knowledge of Fly fishing is preferable but not essential • A keen interest in the countryside and willing to work outdoors in all weather conditions.
<p>Desirable</p> <ul style="list-style-type: none"> •

Version	Created/updated by	Date
002	Rob Goldsworthy	