



LEGAL CAMPAIGNS OFFICER

SALARY: £29,200 PLUS CONTRIBUTORY PENSION

HOURS: FULL TIME 37½ HOURS PER WEEK.

TERM: PERMANENT

LOCATION: HOMEWORKER / LEOMINSTER

REPORTS TO: FISH LEGAL HEAD OF PRACTICE

JOB SUMMARY

Fish Legal is a not-for-profit membership association which promotes and encourages the conservation and sustainable management of UK rivers, lakes and other freshwater bodies, estuarine and coastal waters and the role of angling within this. We use the law to fight pollution and other damage and threats to the water environment.

We are seeking a legal campaigner to work with our in-house legal team (under the direction of the Head of Practice) to build successful campaigns around our legal cases. Your work will be key to providing context for our legal actions, demonstrating and communicating the impact of our work. This is a new role which sits within a wider strategy of raising Fish Legal's profile and expanding its reach and visibility.

The successful applicant will have a strong belief in the power of legal activism. You will need to also have a passion for conservation, fisheries, environmental justice and healthy water environments, with a particular interest in freshwater. The position would suit a law graduate or a graduate in Environmental Science or an equivalent degree which included the study of environmental law.

Fish Legal is committed to equity, diversity and inclusion across our organisation and our membership. We particularly encourage applications from women and people who identify as Black, Asian or from a Minority Ethnic background, who are currently under-represented within our organisation. We offer family friendly, flexible working arrangements.

PRINCIPAL OBJECTIVES AND MAIN DUTIES

The Legal Campaigns Officer is responsible for:

Item	Duties
1	Research and Campaigning <ul style="list-style-type: none">Conduct research to support our legal cases and strategic litigation;



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	<ul style="list-style-type: none"> • Develop and deliver legal campaign actions, in association with the legal team, to engage and inspire different audiences; • Help with identifying themes and commonalities across our legal work; • Obtain relevant information using Environmental Information Regulations and Freedom of Information legislation to support our legal actions; • Work with the legal team to apply campaigning pressure to regulators, policy makers and polluters
2	<p>Communications</p> <ul style="list-style-type: none"> • Work closely with our PR/communications team and directly with members to develop narratives and case studies around our legal actions; • Produce suitable content, both on and offline and for different identified audiences, to highlight our successes and build interest in our ongoing legal actions; • Take an active role in communications with members and non-members via multiple channels and the media; • Help develop clear messaging around our work on issues such as sewage and agricultural diffuse and point source pollution of our rivers, lakes and stillwaters and damage to the inshore through destructive fishing methods; • Support the legal team in maximising the impact of our legal actions across England, Wales, Northern Ireland and Scotland; • Work the Angling Trust’s Membership and Communications, Campaigns and Fisheries teams to promote Fish Legal's work and identify common objectives.
3	<p>Administration</p> <ul style="list-style-type: none"> • Update the CRM database with relevant information; • Manage own records and files in order to track and report on progress and outcomes; • Attend and participate in meetings, and liaise with external groups and NGOs working on similar issues, as required; • Obtain good quality photographic and video content; • Undertake site visits as required.
4	<p>Evaluation & reporting</p> <ul style="list-style-type: none"> • Monitor the success of individual campaigns; • Undertake and/or contribute to reporting; • Any other reasonable tasks / duties that fall within the remit of this job description.



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PERSON SPECIFICATION

The successful candidate will have at least the following essential attributes:

Attribute	Essential	Desirable
EDUCATION/ QUALIFICATIONS	<ul style="list-style-type: none"> ▪ Degree qualified. ▪ A grounding in environmental law - whether as part of an LLB, conversion course or as a module in a relevant degree 	<ul style="list-style-type: none"> ▪ Post-graduate qualification in a related area
EXPERIENCE	<ul style="list-style-type: none"> ▪ Proven ability to build strong, productive internal and external relationships 	<ul style="list-style-type: none"> ▪ Previous experience in a legal and/or public interest campaigning role with a demonstrable track record of working on successful campaigns ▪ Experience of working within a charity or not for profit organisation
SKILLS & KNOWLEDGE	<ul style="list-style-type: none"> ▪ Understanding of the sources of water pollution and the laws which regulate activities that cause water pollution, including the planning system ▪ A strong communicator at all levels with good interpersonal skills, a high standard of written English, and excellent telephone manner ▪ A good understanding of social media platforms (Instagram, Twitter) and preparing suitable content to engage and grow a target audience ▪ Ability to respond to changing priorities ▪ Drive and energy to work within a fast-paced environment 	<ul style="list-style-type: none"> ▪ Understanding of wider environmental issues related to conservation and water (both freshwater and marine) ▪ Understanding of the role of the water industry and regulators of water pollution in the UK ▪ Understanding of the legal and procedural requirements for



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	<ul style="list-style-type: none"> ▪ Good administrative skills, including comprehensive skills in the use of Microsoft Office and Sharepoint 	<p>environmental decision-making and legal challenges</p> <ul style="list-style-type: none"> ▪ Project management skills ▪ Use of Wordpress-based websites
<p>QUALITIES</p>	<ul style="list-style-type: none"> ▪ Self-assured, confident and capable ▪ Ability to work independently to achieve objectives as well as working under direction and as part of a small team. ▪ Able to identify opportunities and develop solutions ▪ Ability to deliver against deadlines 	
<p>OTHER</p>	<ul style="list-style-type: none"> ▪ Be willing to undertake further training and development as necessary. ▪ Valid Driving licence and access to own vehicle. 	

OTHER INFORMATION

Responsible to: The postholder will report to Fish Legal’s Head of Practice, who will conduct annual and interim reviews of performance against targets.

Location: Primarily home-working, ideally within one to two hours of Leominster to allow for office-based work on a regular basis.

Holidays and working hours: 23 days leave plus Public Holidays, accruing at 1 day per year of service to a maximum of 28 days. 3 days of this annual leave must be taken between Christmas and the New Year. Minimum 37.5 hours each week, with flexible working hours. Internal candidates would retain existing annual leave entitlement.

Closing date and interviews: Thursday 28 October 2021. Interviews are likely to be held in week commencing Monday 8 November 2021.



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Start date: November/December 2021.

Miscellaneous: the postholder will be provided with use of a laptop computer and mobile phone. Mileage may be reclaimed along with other out of pocket expenses on a monthly basis.

Enquiries to: Penny Gane, Head of Practice, penny.gane@fishlegal.net

Applications to: Stuart Sharp, HR and Business Manager, stuart.sharp@anglingtrust.net

Applications may be submitted using our application form available from our website: at <https://fishlegal.net/vacancies/> or by detailed CV with cover letter.