



REGIONAL ANGLING DEVELOPMENT OFFICER – EAST OF ENGLAND

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| SALARY: | £29,500 PLUS CONTRIBUTORY PENSION |
| HOURS: | FULL TIME 37.5 HRS PER WEEK, INCLUDING SOME EVENING AND WEEKEND WORKING. |
| TERM: | FIXED TERM TO 31 MARCH 2026, MAY BE EXTENDED SUBJECT TO PERFORMANCE AND FUNDING |
| LOCATION: | HOME-BASED IN THE EAST OF ENGLAND |
| REPORTS TO: | ANGLING DEVELOPMENT MANAGER (NORTH) |

JOB SUMMARY

The Angling Trust is seeking a full time Regional Angling Development Officer (located in the East region of England) to support the strategic planning and delivery of all participation programmes delivered by the Angling Trust for the Environment Agency and Sport England.

The principal objectives of the role are to:

- To increase the number of new anglers and retain existing anglers participating in all disciplines of angling and to maximise the number of Environment Agency rod licence sales.
- To contribute to the Sport England Uniting the Movement Strategy and System Partner delivery plan
- To support the ambition of the Angling Trust Strategic plan to Promote, Protect and Develop the sport of Angling in England to increase membership and influence of the Angling Trust.
- To support delivery of the Angling Trust business plan
- The post holders will report to the Angling Development Manager (North).

The role will involve both home-based and bankside work. There may be a degree of weekend and evening working. This role will focus delivery in the East of England covering the counties of Norfolk, Suffolk, Essex, Bedfordshire, Cambridgeshire and Hertfordshire.

The Angling Trust is the National Governing Body in England for angling (recreational fishing); one of the country's largest participation sports. We are a not-for-profit organisation with a mission to fight for fish, fishing and the environment. We create opportunities for all within society to experience fishing in a healthy aquatic world. We are joined in a collaborative and co-operative relationship with Fish Legal, a separate



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membership association that uses the law to protect fish stocks and the rights of its members throughout the UK.

Angling Trust is committed to equity, diversity and inclusion across our organisation, our membership and our sport. 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. We are members of the Sporting Equals Charter and we are actively participating in the Sport England sponsored Inclusive Employers development programme.

PRINCIPAL OBJECTIVES AND MAIN DUTIES

The Regional Angling Development Officers are responsible for:

- To work with the Head of Participation and respective Angling Development Manager to develop strategic delivery plans to support a growth in angling participation aligned to the wider objectives of the Angling Trust, the Sport England Strategy for Sport, and the National Angling Strategic Services 3 contract.
- To liaise with internal and external stakeholders and partners that can contribute to the delivery of regional angling development plans. This includes area Environment Agency staff, Active Partnerships, clubs, commercial fisheries, the angling trade and other angling organisations.
- To increase the numbers of new and active anglers and Environment Agency rod licence sales through delivery of the overarching Get Fishing campaign.
- To increase the diversity of people participating in angling and improve inclusion.
- To increase the number and diversity of licensed angling coaches and of volunteers in angling.
- Access funding and resources to deliver the targets set out in Lot 1 of the National Angling Strategic Services 3 contract.
- Access funding and resources to deliver the targets set out in the Sport England Tackling inequalities delivery plan.
- Access funding and resources to deliver the participation targets set out in the Angling Trust business and five-year strategic plan.
- To establish and maintain structures to deliver regional angling development plans including the support of existing delivery partnerships and the formation of new ones.
- To establish and maintain regional structures to gather participant contact data, gather evidence on participation habits and plan activities.
- To manage angling participation projects and budgets to achieve specific targets.



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- Undertake a regular audit of angling provision and infrastructure within respective regions.
- Support the delivery of coaching, leadership, and volunteer training.
- Identify and build sustainable internal and external partnerships which widen the accessibility of angling and awareness of the rod licence requirement and of the Angling Trust.
- Working with the Fisheries team actively engage and promote biosecurity & litter messaging and education.
- Working with the Fisheries team actively promote Angling Improvement Fund grants where appropriate.
- Signpost to AT Fisheries Management Advisors issues identified at fisheries with predation problems.
- To provide prompt, precise information and reports to the Head of Participation and respective Angling Development Manager.
- To increase membership of angling clubs and the Angling Trust.
- To ensure that all activities comply with policies and procedures of the Angling Trust.
- To undertake any duties that may reasonably be regarded as within the nature of the duties and responsibilities/grade of the post as defined, subject to the proviso that normally any changes of a permanent nature shall be incorporated into the job description in specific terms.

PERSON SPECIFICATION

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

| Attribute | Essential | Desirable |
|--------------------------------------|---|--|
| EDUCATION/ QUALIFICATIONS | <ul style="list-style-type: none"> ▪ A Levels or equivalent | <ul style="list-style-type: none"> ▪ Degree qualified |
| EXPERIENCE | <ul style="list-style-type: none"> ▪ Experience in strategically working with sports clubs, coaches and volunteers to achieve outcome targets ▪ Experience of managing multiple projects or programmes to achieve outcome targets | <ul style="list-style-type: none"> ▪ Experience of sports development process, policy and procedure |



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| | <ul style="list-style-type: none"> ▪ Experience of securing project or programme funding ▪ Experience of developing effective partnerships ▪ Experience of working with diverse groups ▪ Experience of MS Outlook, Word, Excel and Powerpoint ▪ Experience of report writing ▪ Experience of maintaining databases and use of web pages and social media platforms ▪ Experience of budget management and financial procedures ▪ Experience of working independently and as part of a team | |
| <p>KNOWLEDGE</p> | <ul style="list-style-type: none"> ▪ Understanding of angling ▪ Knowledge of the role of the Angling Trust, Environment Agency, Active Partnerships, Sport England and local authorities in the development of sport and angling. ▪ Knowledge of funding initiatives. ▪ A good understanding of social media channels and of content creation for those. ▪ Knowledge of the role of clubs, coaches and competitions in the development of angling. ▪ Knowledge of the barriers to participation in angling ▪ Knowledge of health and safety regulations ▪ Understanding of sports development policies, systems and process | <ul style="list-style-type: none"> ▪ Detailed knowledge of one or more disciplines of angling ▪ Knowledge of the role of other angling organisations ▪ Knowledge of equality, safeguarding, disability and inclusion standards in sport and respective current legislation |



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| <p>SKILLS</p> | <ul style="list-style-type: none"> ▪ Ability to develop and manage own work programme. ▪ Ability to work strategically across a large area ▪ A good planner with a track record in managing partners and stakeholders ▪ Excellent administrative skills ▪ A strong communicator at all levels and good interpersonal skills ▪ Proven ability to build positive strong internal and external relationships ▪ Ability to work independently and as part of a team. ▪ Ability to work to tight deadlines | |
| <p>QUALITIES</p> | <ul style="list-style-type: none"> ▪ Self assured, confident and capable ▪ Ability to work on own initiative ▪ Highly motivated and an influential team member ▪ You will be a person who takes a creative approach to problem solving and has a curiosity to seek out information and stories. | |
| <p>OTHER</p> | <ul style="list-style-type: none"> ▪ Be willing to undertake further training and development as necessary in order to enhance service delivery ▪ Be willing to work outside of normal hours including evenings and at weekends ▪ Driving licence and own vehicle. ▪ Reside within the East of England region. | |



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OTHER INFORMATION

Responsible to: The job-holder will report to the Angling Development Manager (North), who will conduct annual and interim reviews of performance against targets. The job-holder will be a member of the Participation team and will work closely with the Head of Participation, Angling Development Manager and colleagues both within the Participation team and more broadly across Angling Trust and its partners.

Location: Home based working located within the East of England region. Attendance at meetings in the Angling Trust's offices in Leominster and/or Ilkeston may be required on occasions along with attendance at events elsewhere in the country.

Status: Fixed term to 31 March 2026, which may be extended subject to both performance and funding.

Working hours: 37.5 hrs each week, ordinarily between Monday to Friday 9am to 5pm with an unpaid 30-minute break. Specific working pattern to be agreed with line manager. On occasion some evening and/or weekend working will be required.

Holidays: 25 days leave plus public holidays pro rata, increasing by 1 further day per year of service after 3 years of continuous service to a maximum of 28 days after 5 years' service. Time off in lieu may be accrued for weekend and significant evening working. 3 days of this annual leave must be taken between Christmas and the New Year.

Salary: Starting at £29,500pa.

Closing date: Monday 9 December 2024, 5pm. Angling Trust reserves the right to close this recruitment campaign early.

Interviews: Will be held virtually in week commencing Monday 16 December 2024.

Start date: ASAP, preferably by end January 2025.

Miscellaneous: the postholder will be provided with use of a laptop computer and mobile phone. Business expenses may be reclaimed in accordance with our policies.

Enquiries to: James Roche, Angling Development Manager (North) james.roche@anglingtrust.net

Applications: Should be submitted using our application form available from our website at <https://anglingtrust.net/about-us/angling-trust-vacancies/> or by CV with covering letter. Applications should be submitted to Stuart Sharp, Head of Delivery, on people@anglingtrust.net

