

Fisheries Partnerships Officer

Role profile



Cornwall
Wildlife Trust

Creating a **Cornwall**
where **nature** thrives

Photo: Gary Barlow

Introduction

Cornwall's seas support an incredible abundance of marine life and, in turn, highly productive fisheries. By the numbers, Cornwall's waters are more productive than the majority of the world's oceans. We believe there are few places in the world where protecting marine life matters more, and few places where properly managed fisheries have so much potential to support coastal communities. We think that the future health of our marine ecosystems depends on fostering genuine partnerships with fishers, particularly if we disagree about how our seas should be managed.

This role is a rare and valuable opportunity: to serve as a bridge between the fishing community and conservation organisations, building mutual trust, and helping to outline issues and opportunities with our marine conservation work. As Fisheries Partnership Officer, you will help to shape our work, providing fishers' perspectives on marine development, management, and community-led approaches to marine conservation in Cornwall.

We know that conservationists and fishers don't always see eye to eye. In these polarising times the easy option would be to retreat into our silos. Instead, we are genuinely committed to listening carefully and seriously through this role, ensuring that we work in a way that respects livelihoods, local knowledge, and heritage.



Dan Barrios-O'Neill, Head of Marine Conservation Cornwall Wildlife Trust



Cornwall Wildlife Trust has one of the most established marine programmes within the Wildlife Trust movement, as we seek to protect and restore Cornwall's coasts and seas.

About us

Where we've come from: Cornwall Wildlife Trust has spent more than 60 years protecting Cornwall's wildlife and wild places, on land and at sea. We are part of a national movement of 46 Wildlife Trusts, united behind a shared mission — but what makes us truly local is our deep connection with Cornwall's coastal communities.

One of our longest-running partnerships with the fishing industry is through the **Cornwall Good Seafood Guide**, which we created in collaboration with Cornish fishers. The guide helps people make informed and locally grounded seafood choices — demonstrating our long-term commitment to sustainable fisheries, and highlighting our sincere view that fishers are key allies in marine nature recovery.

We are also delivering Tor to Shore, an ambitious project that joins land and sea across Cornwall: from Helman Tor, through the Par River catchment, into St Austell Bay. This project recognises that many threats to our marine environment result from the way land is managed. To be truly successful, marine conservation must be coordinated with terrestrial conservation across catchments. The Fisheries Partnership Officer will play a crucial role in ensuring the voices of fishers are heard across this catchment-scale work.

Our vision is of a Cornwall where nature thrives, with our wildlife and wild places valued and enjoyed by all.

Photo: Paul Naylor



**CORNWALL
GOOD
SEAFOOD
GUIDE**

Role summary

Role Summary

Purpose:

1. To represent and amplify the voice of fishers within Cornwall Wildlife Trust's marine conservation work.
2. To facilitate meaningful, respectful engagement between fishers, communities, regulators, and conservation partners.
3. To contribute directly to evaluating future marine management options, ensuring these are informed by the realities of fishing life.

Hours: Part-time, 0.4 FTE (i.e., ~15 hours per week on average, with flexibility around fishing or related work commitments). Job shares reducing the FTE to 0.2 per person would also be welcomed for those wanting to get out fishing more often.

Salary: £30,000 FTE

Contract: Fixed term 3 years (aligned with the current marine partnership funding)

Location: Some travel around Cornwall may be required. We are open to fully remote working, in-person working at our HQ near Truro, or hybrid working, depending on the applicant's existing work commitments.

Reporting into: Head of Marine Conservation, Cornwall Wildlife Trust



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Responsibilities

- Build strong, trusting relationships with fishers, fishing associations, and inshore industry stakeholders across Cornwall.
- Act as a liaison, ensuring the fishing community's views, concerns, and local knowledge are represented clearly in conversations with conservationists, regulators, and other partners.
- Support Cornwall Wildlife Trust to run participatory meetings, workshops, or engagement events that relate to fisheries and conservation.
- Contribute fisher perspectives into the evaluation of future marine management options and community-led stewardship approaches.
- Work with the Marine Partnerships Officer and other team members to co-design engagement processes, ensuring they are inclusive and respectful of fishing livelihoods.
- Assist with gathering and synthesising socio-economic and cultural knowledge from the fishing community.
- Help document local knowledge and learning, feeding it into reports and stakeholder briefings.
- Support broader outreach, communications, and education work that highlights fishers' stories, knowledge, and role in Cornwall's maritime economy.



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Person specification

Experience

- Practical experience working in the fishing industry (e.g., as a fisher, or in a business related to fishing). (E)
- Experience of representing or advocating for a community, group, or sector. (E)
- Experience of engaging with local government or regulators. (E)
- Experience of community facing work (e.g., meetings, workshops). (D)
- Experience working as an active fisher (past or present). (D)
- Experience working in marine conservation, or with marine NGOs. (D)

Knowledge

- Firsthand understanding of inshore fisheries, local fishing practices, and the challenges faced by Cornish fishing communities. (E)
- Understanding of the tensions and mistrust that can exist between conservation organisations and fishers. (E)
- Knowledge of marine planning, policy, or marine governance frameworks in the UK. (D)
- Familiarity with the Cornwall Good Seafood Guide or similar sustainability initiatives. (D)
- Knowledge of Cornwall's marine environment, habitats, and conservation issues. (E)
- An understanding of fisheries science (D)
- A working knowledge of fisheries management and its practicalities (E)

Personal qualities

- Empathetic and diplomatic: able to hold difficult conversations, de-escalate tensions, and build bridges. (E)
- Honest, trustworthy, with high integrity — someone who fishers will feel truly represents them. (E)
- Willing to travel around Cornwall and engage with fishers and communities wherever they are. (E)

Finally...

Other details

- Cornwall Wildlife Trust operates excellent toil and flexible working policies.
- Enhanced company holiday entitlement – starting at 25 days and rising to 30 days (one day extra for each year worked after three complete years served), with additional time off between Christmas and New Year.
- Employees have access to the Employee Assistance Programme (24/7 counselling service) and Employee health and wellbeing portal upon successful completion of probationary period.
- Stakeholder pension.

To apply

Please send an expression of interest (no more than 1 page) that tells us how your experience, background, and perspective make you a strong candidate for this role. In your statement, you might include: (1) Why you are interested in this role, and what motivates you; (2) your connections with, and experience in, Cornwall's fishing community, and; (3) how you think you could contribute to building trust and representing fishers' voices in conservation.

Email your application to recruitment@cornwallwildlifetrust.org.uk by 12th January 2026.



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Thank you for your interest in joining us to create a Cornwall where nature thrives.

Bull huss in seagrass.



Photo: Matt Slater

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Photo: Adrian Langdon