Terms of Reference:

Internship – Impact study

A. Role overview

To support the Open Rivers Programme (ORP) in identifying and analysing the full impact of its supported projects. Research the various impacts being achieved from dam removal projects carried out by others.

B. Main tasks

1. Assist the ORP grants team in finalising a framework for recording impact

Description	Output	Deadline
A framework is being built to capture 'impacts' under various sub-categories. Review the framework with the ORP team to assess whether it is complete. Finalise the framework so that it is in a suitable format to begin recording impacts.	Excel framework	30th November 2025

2. Assist in reviewing completed ORP project progress reports

Description	Output	Deadline
Review completed ORP grantee progress reports and ensure that all impacts are effectively captured. *As of 26th August, 82 projects have been completed, and most projects will have at least two progress reports. The focus should be on dam removal projects, but also on reviewing pre-demolition, identification, and enabling projects. We expect that at least 100 projects will have completed when this task is started.*	Populated Excel framework	31st March 2026

3. Assist in surveying past grantees

Description	Output	Deadline
Design a questionnaire to survey ORP past grantees to gather any recorded changes/impacts (if available) since the project was completed. Gather any video footage that may have been produced since the project finished.	Survey responses. Populated Excel framework	31st March 2026

4. Assist in reviewing other dam removal projects

Description	Output	Deadline
Review non-ORP dam removal projects to capture the positive impacts achieved by other projects. The focus should be mainly on Europe, but examples could also be taken from the US. Review empirical studies that have monitored the impacts of dam removal to capture other information on the impacts. *This can be achieved via web searches and by engaging practitioners. The aim will be to draw on data produced by the scientific community and dam removal practitioners.* Gather information on the costs of non-ORP small dam removal projects to help benchmark ORP's costs against.	Populated Excel framework	30th June 2026

C. Person specification

The position would ideally suit an undergraduate or postgraduate with an interest in nature restoration or a related discipline. ORP is seeking an intern with the following skills, interests and behavioural qualities:

Skills and interests

- An interest in nature restoration, ideally river restoration.
- An interest and experience in monitoring and recording the impact of nature conservation or restoration projects.
- High attention to detail.
- Excellent data management and numerical skills – proficient at using databases.
- Good written and verbal communication skills.
- Fluency in written and spoken English.

Behavioural qualities

- Be comfortable working from home in your own time and away from a physical team (there will be opportunities for regular video meetings, and a file-sharing system will enable easy communication between team members).

The candidate should be based in Greater Europe.

D. Timing and remuneration

- This is a part-time internship running from November 2025 to June 2026.

- Remuneration is €200 / day for up to 60 days of work. This equates to approximately 1.5 - 2 days of work each week, although there is some flexibility in when the assignment is delivered.

E. How to Apply

Please send a CV **and** a covering letter of no more than one page in length stating why you wish to apply for the position and why you believe you are suited.

About the Open Rivers programme

The European Open Rivers Programme (ORP) offers grants to restore rivers by supporting interventions that lead to the removal of longitudinal (transverse) dams and the restoration of river flow and biodiversity. The original and current intention is to only focus on longitudinal (transverse) barrier removal. The rationale is that there are an estimated 150,000 obsolete barriers to river flow in Europe, and ORP should first focus on removing these barriers as a proven means of restoring river longitudinal connectivity.

ORP is administered by *Stichting European Open Rivers Programme*, a charitable foundation incorporated in the Netherlands. Arcadia funds the programme with a budget of €42.5 million over eight years (2021-29). Grant applications are accepted from any of the 51 countries of Greater Europe via calls for applications throughout the programme's life.

ORP's vision is for: 'free-flowing rivers with healthy, diverse and connected ecosystems across Europe, which are enjoyed, valued, and protected by the communities that depend on them'. We work towards this vision by offering several categories of grants, with most funds allocated to preparing for and removing small dams from European rivers.

As at 26th August 2025, ORP had awarded 176 grants, amounting to €13.94 million, and supported 91 organisations in 32 European countries.

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