



Wild Service

Job description

Job Title: Ecologist

Working Base: Bristol or Gloucester

Responsible to: Principal Ecologist

Responsible for - as required you will be responsible for sub-contractors, volunteers and others during the normal delivery of project work.

Overall Purpose of Job

1. Assisting with, and independent delivery of, high quality ecological consultancy services on time and within budget.
2. Supporting the Principal and Senior Ecologist with marketing and business development.
3. Supporting the Principal and Senior Ecologist with administration and business processes.

Main Responsibilities

1. Undertaking a wide range of species and habitat surveys including bat surveys to current industry guidance and best practice.
2. Assisting with the preparation of high-quality ecological reports and advice on time and within budget and providing quotes to customers as required.
3. Providing advice on survey requirements, mitigation, enhancement and management to internal and external clients with support from the Senior and Principal Ecologist as required.
4. Liaising with stakeholders and statutory agencies to support the Senior and Principal Ecologist as required.
5. Assisting with supervision of volunteers, sub-contractors and work experience placements.
6. Maintaining personal professional development to keep expertise, skills and professional memberships up-to-date and to maximise your skill set and accreditations (e.g. licences).
7. Providing support to the Principal Ecologist and other teams with administration, financial and other business processes.
8. Assist with and input into marketing and business development as required.
9. Clean, organise, repair and maintain equipment.
10. Understand and meet health and safety requirements, and take responsibility for safe working practices.

Job Specification

Management and Supervision

Supervision of volunteer placements when on site. Overall line management responsibilities and appointment and supervision of sub-consultants are the duty of the Principal Ecologist.

Accountability and Resources

Assisting with delivery of high quality ecological reports and provision of advice in accordance with best practice (e.g. CIEEM) guidance. Responsible for managing own time and resources to meet deadlines and project budgets within other constraints and requirements (e.g. health and safety). Responsible for ensuring equipment is in good working order and fit for purpose. Project and resource management is the responsibility of the Principal Ecologist.

Job Impact: Supporting the growth of the Consultancy including maintaining strong reputation for high quality, pragmatic and professional ecological advice with a sound knowledge of ecology within Avon and Gloucestershire.

Independence and Judgement

The Ecologist is expected to draw on their experience and knowledge of ecological issues to provide high quality advice. They will be expected to use their judgement and to seek advice from the Senior and Principal Ecologist where required. All formal reports will be subject to a formal QA process, usually with the Principal Ecologist as the reviewer. For any projects or enquiries where the Ecologist judges that there may be a complex or challenging issue (e.g. conflict of interest), they are expected to seek support or a second opinion from the Principal Ecologist before proceeding.

People and Contacts

The Ecologist is expected to communicate and liaise with a wide range of individuals both within Wild Service and external consultees, clients and stakeholders on a regular basis.

Creativity and Innovation

The majority of the Ecologist's workload will involve following standard survey and reporting practices as outlined in best practice guidance. However, as the workload of the Consultancy varies widely, the Ecologist will be expected to complete work in novel areas or use new survey techniques. It will be the responsibility of the Ecologist to remain familiar with updates, revisions and new survey techniques and reporting processes. Appropriate support will be provided by the Principal and Senior Ecologist as required.

Working Conditions

The Ecologist's role frequently requires 'out of hours' working, with regular evening/night working and occasional weekends. The Ecologist is expected to be flexible to accommodate the workload. The standard working week is 35 hours. Longer working hours are regularly required during the summer months with time off in lieu (TOIL) to compensate for additional hours worked, in accordance with Wild Service policy.

Experience

At least 18 month's experience delivering ecological consultancy work, ideally with a relevant BSc degree (Biology, Zoology, Ecology or Environmental Science). Alternatively, at least three years' experience working as an ecologist in a non-consultancy role e.g. providing planning advice, working for an SNCO/NGO, etc.

Knowledge & Skills

Essential skills

- A Class 2 bat survey licence (or close to obtaining one).
- Eligible for graduate or associate member of CIEEM.
- A full UK driving licence.
- Good IT skills, including use of MS Word and MS Excel.
- Excellent verbal communication skills, including ability to deal with enquiries and client queries in a competent and professional manner.

Desirable skills

- Demonstrable experience undertaking PEA, Phase 1 habitat, and protected species surveys.
- Natural England/NRW survey licences for great crested newt and/or bats
- Working towards a bat mitigation licence.
- Experience producing mitigation schemes tailored to protect a variety of species/habitats.
- In depth knowledge of appropriate best practice survey guidelines and legislation.
- Familiarity with GIS.
- Experience of providing other types of ecological assessments and advice including ecological management plans, Habitat Regulations Assessments, ecological planning advice, BREEAM and/or Code for Sustainable Homes assessments would be advantageous.

Knowledge

- Good knowledge of habitats and species.
- A working understanding of wildlife legislation and guidance including interpretation. Knowledge of the protected species licence application process.
- Experience of preparing or reviewing applications would be advantageous.
- Knowledge of local as well as national wildlife-related initiatives would be advantageous

Personal Qualities

- Good team worker, able to listen, and to value instruction.
- The ability to carry out methodical detailed work, and to work on own initiative.
- Willingness to work flexible and unsociable hours to meet the demands of the business.
- Ability to communicate ecological requirements to a wide variety of clients.
- To have a keen interest and commitment to nature conservation, particularly of the West of England Partnership area.

