



Wild Service

JOB DESCRIPTION

Job Title:	Principal Ecologist, Wild Service
Responsible to:	Wild Service Managing Director
Responsible for:	Managing the Wild Service ecology department.
Based:	Bristol or Gloucester

Introducing Wild Service: A unique ecological & land management consultancy from the Wildlife Trusts

Wild Service is a partnership between Avon and Gloucestershire Wildlife Trusts offering a full range of land management and ecological consultancy services.

The company is conservation led and has developed a range of services to meet the needs of the construction, development, wildlife conservation and land based business sectors. Go to www.wildservice.net for more information.

Key Objectives of Job

- To deliver high-quality ecological advice and services to clients of Wild Service as the most senior professional ecologist and principal ecologist.
- To manage and develop the ecology business to deliver agreed income targets.
- To ensure the quality of the ecological advice and services delivered by Wild Service through support for and development/training of other Consultancy staff, and the peer-review of their work.
- Work closely with the managing director to meet key strategic, financial and performance goals in relation to the ecology department.

Main responsibilities

1. Deliver high-quality ecological advice and services through management of the ecology team across two offices (Bristol and Gloucester).
2. Build effective and lasting working relationships with existing and new clients. Prepare tenders and quotes for potential new work, including large scale and complex projects.
3. Ensure all ecology work produced by Wild Service is reviewed at the appropriate level before it is sent out to clients to ensure that it meets professional and technical standards.
4. Taking an active role in the growth and development of Wild Service, working alongside the Managing Director and the Board to identify opportunities and potential new work streams.
5. Encourage and support the professional development of other Wild Service ecology staff through appropriate advice, mentoring and training.
6. Play a key and active role in promotion and marketing of the Consultancy's services, including development and updating of the web-site, preparation and distribution of promotional material, presentations and talks to target audiences, and other marketing initiatives.
7. Lead financial planning and control within the ecology team, to include collaborating on the yearly budgets and individual project financial analysis.
8. Direct all chargeable and non-chargeable work by the Consultancy staff, including monitoring progress and performance to ensure that all chargeable work is delivered on time and within budget. This will involve producing regular financial and progress reports.
9. Ensure that all projects are adequately resourced, managed and administered. This will involve working closely with the admin team to ensure the smooth flow of projects from quoting stage to invoicing.
10. Work with the managing director to ensure the effective management of Health and Safety throughout the company.
11. Maintain personal professional development to keep expertise and skills up to date.

Person Specification

Experience

- At least five years of relevant experience working as an ecological consultant with at least three years working at a senior level.
- Some experience of developing an active approach to green infrastructure in commercial or housing development
- Demonstrable experience in managing multi-species projects
- Demonstrable experience in Ecological Impact Assessment, Environmental Ecological Assessment, Habitat Regulation Assessment, designing and managing ecological mitigation projects
- Experience of managing budgets and contracts
- Experience of completing ecology sections of BREEAM, CSH and site management plans
- Experience of business development in relation to ecology.

Knowledge and skills

- Expert knowledge of relevant UK and European legislation
- Sound field skills covering a range of taxa, preferably with specialist knowledge of particular species and groups
- Familiar with the Natural England/Welsh Assembly Government EPS licence application procedure
- Comprehensive knowledge of the planning system
- A high standard of skills in report writing
- Excellent IT skills, preferably including GIS and mapping

Qualifications

- A minimum of an ecology related degree.
- Preferably a higher degree in a related discipline
- Full membership of an appropriate professional body such as CIEEM
- Possession of Natural England Bat licence
- Possession of additional Natural England/NRW species licences
- Full driving licence

Qualities

- Experienced in management of self and others, including demonstrable track record in working effectively as part of a small professional team
- Ability to work independently
- Ability to mentor and support junior team members
- Willingness to work unsocial hours
- Outgoing and able to promote the consultancy to a wide audience
- Interested in continuing professional development