

Job Description

Bat Ecologist

Future Nature Wildlife Trust Consultancy

Hours of work: 37.5 hours per week (flexible in how worked). Part time hours will be considered.

Type of contract: Permanent

Based at: Hybrid working with 1-2 days per week office based (Berks, Bucks, Oxon)

Croner rank: 5

Job Purpose

To lead and undertake bat surveys, assessments, and mitigation design for development and conservation projects, and to support European Protected Species (EPS) licence applications for bats. The role requires delivery of high-quality ecological surveys, assessments, technical reporting and client/project support for development, conservation, and land management projects (including non-bat related projects, appropriate to experience). The role requires compliance with wildlife legislation, planning policy, and best practice guidance.

Reporting Line

Reports directly to the Technical Director (Ecology).

Line Management

This role has no line report responsibility, however future management of staff and contractors will be a development objective for the individual.

Key Responsibilities

- Undertake and lead a range of bat surveys in accordance with current guidance, including:
 - Preliminary Roost Assessments (PRA)
 - Emergence and re-entry surveys
 - Activity and transect surveys
 - Hibernation and swarming surveys where appropriate
- Undertake and lead on other ecology surveys including UKHab, BNG and protected species surveys
- Supervise survey teams and ensure data quality
- Analyse bat sound recordings and interpret survey data
- Undertake Ecological Clerk of Works (ECoW) during works affecting bat roosts or other ecological receptors
- Ensure compliance with licence conditions and health & safety procedures
- Design proportionate bat survey strategies for development sites
- Advise clients on legal requirements and licensing processes and provide clear, pragmatic recommendations
- Liaise with clients, planners, architects, and contractors regarding constraints and mitigation for bat and/or other protected species/habitats
- Prepare and contribute to high-quality technical reports, including:
 - Preliminary Ecological Appraisals (PEA)
 - Bat survey reports
 - Ecological Impact Assessments (EIA)

- Method statements and mitigation strategies
- Support the preparation of EPS licence applications for bats (or other EPS) or manage subcontractor delivery of licence applications
- Contribute to, and where appropriate lead, sections of EPS licence documentation
- Assist with post-licence compliance and supervision of mitigation works
- Manage small to medium (less complex) projects including managing time and budgets and support senior colleagues with project delivery on larger/more complex projects
- Produce fee proposals for small to medium sized projects and contribute towards larger fee proposals and tenders
- Work in accordance with: The Wildlife and Countryside Act 1981 (as amended), The Conservation of Habitats and Species Regulations 2017, Natural England bat survey and licensing guidance, CIEEM and Bat Conservation Trust guidance
- Maintain accurate field records and data management
- Undertake CPD to maintain and develop bat expertise

Person Specification

- A good understanding of biodiversity and ecological principles with strong bat identification and sound analysis skills
- Natural England Level 1 or Level 2 Bat Survey Licence
- Demonstrable experience undertaking bat surveys and sound analysis and supervising survey teams
- Experience of roost mitigation design and supervision
- High standard of technical writing and experience with writing bat survey reports, EclA and PEA reporting
- Ability to design pragmatic, policy-compliant mitigation and experience supporting preparation of EPS licence applications for bats
- Some experience of undertaking UK habitat and protected species surveys and knowledge of UK flora and fauna
- Ability to work independently in the field and as part of a team and with a flexible approach to the demands of seasonal field surveying or client-related events, including work seasonal survey hours - dawn, dusk, night work (time off in lieu is given). Travel and occasional overnight stays required
- Experience with data collection, desk-based research, and interpretation of results
- Experience in pricing projects and writing fee proposals
- Experience of communicating effectively to various audiences
- Organised self-starter, able to work independently, manage own workload and deadlines
- High attention to detail and data accuracy
- Commercial awareness and understanding of consultancy practice
- Good understanding of UK wildlife legislation relating to bats and other habitats and species
- GIS skills (QGIS/ArcGIS)
- Competent in use of MS Office functions such as Word, Outlook and Excel
- Full, valid UK driving licence, or eligibility for funding via Access to Work for a support worker driver, access to a car for work use and willingness to travel
- Member of CIEEM (Qualifying or higher) or experience to apply within 6 months
- First Aid qualification*

* means that the certification must be achieved within 6 months of being appointed in post (if not already qualified). The candidate appointed will receive appropriate training and two opportunities to pass assessments to ensure that they meet the criteria. A consistent failure to achieve an adequate standard in tests is likely to mean that the employment will be terminated.

Measurements Of Success

- Work plan targets met
- Accuracy of reports/assessments
- Meeting deadlines
- Strong teamwork
- Minimal supervision required