

Job Description

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 deliver high-quality ecological surveys, assessments, and technical reporting in support of development, conservation, and land management projects, ensuring compliance with UK wildlife legislation, planning policy, and best practice guidance. The role involves a balance of fieldwork, reporting, client liaison, and project management or support.

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

- Carry out UKHab habitat surveys and BNG habitat condition assessments
- Undertake a range of protected species surveys appropriate to licence level and experience
- Undertake Preliminary Ecological Appraisals (PEA)
- Supervise and undertake Ecological Clerk of Works (ECoW) duties
- Ensure all surveys are undertaken in accordance with current guidance and licence conditions
- Maintain accurate field records and data management systems
- Analyse and interpret survey data to identify next steps and determine constraints or opportunities
- Provide pragmatic, policy-compliant recommendations
- Develop and design suitable mitigation and enhancement strategies and make detailed recommendations for practical land management and monitoring, with the support from more senior colleagues on more complex projects
- Prepare clear, concise, and accurate technical reports, including Preliminary Ecological Appraisals, Ecological Impact Assessments (EIA), protected species survey reports, habitat condition and BNG reports, Method Statements and Mitigation Strategies, Habitat Management and Monitoring Plans, biodiversity enhancement reports and other bespoke reports, as set out by your line manager
- Assist with EPS licence applications and method statements where required
- 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

- Liaise with clients, planners, and stakeholders as required
- Manage personal workload to meet project deadlines and budgets
- Ensure all work is undertaken to the highest standard and in accordance with relevant policy and legislation
- Follow company health & safety procedures for fieldwork
- Maintain CPD and CIEEM membership
- Any other duties as delegated by the line manager or Managing Director

Person Specification

- A good understanding of biodiversity and ecological principles
- A good understanding of UK wildlife legislation, planning policy and the mitigation hierarchy
- Track record of undertaking a range of UK habitat and protected species surveys and knowledge of UK flora and fauna, with strong species identification skills.
- 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
- Experience with data collection, desk-based research, and interpretation of results
- Experience with UKHab, Biodiversity Net Gain assessments, PEA and EclA
- Ability to identify appropriate habitat management and/or monitoring techniques for a range of habitats
- GIS skills (e.g. QGIS/ArcGIS)
- Track record writing ecological reports to a high standard with good attention to detail and data accuracy
- Track record in pricing projects and writing fee proposals
- Commercial awareness and understanding of consultancy practice
- Excellent written and verbal communication with track record of communicating effectively to various audiences
- Organised self-starter, able to work independently, manage own workload and deadlines
- 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
- Willingness to work flexible hours during survey season (time off in lieu is given), working outdoors in varied weather and terrain. Travel and occasional overnight stays
- Membership 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