

JOB DESCRIPTION AND PERSON SPECIFICATION

Ecologist



Job title: Ecologist

Reports to: Senior Ecologist

Direct reports: None

Location: The Old Ragged School

Overall purpose

Deliver high-quality ecological consultancy and advice across a varied portfolio of projects, undertaking and leading fieldwork, producing technical outputs and managing standard ecological projects.

The Ecologist is responsible for delivering work to agreed technical, programme and commercial requirements, maintaining good client relationships and contributing their ecological expertise to the wider team.

The role works across EMEC's Ecology, Land Management and Project Management services and supports the development of less experienced colleagues through field supervision, knowledge sharing and day-to-day project support.

Main responsibilities

Ecological delivery

- Undertake and lead habitat and protected-species surveys, assessments and other ecological fieldwork within areas of competence.
- Produce high-quality ecological reports, assessments, plans and advice and review and QA work where appropriate.
- Undertake UKHab mapping and habitat condition assessments and contribute to BNG assessments and associated plans.
- Develop appropriate ecological mitigation, enhancement and management measures.
- Prepare (or contribute to) protected-species licence applications and support delivery under licence within the postholder's competence and authorisations.

Project and commercial delivery

- Manage standard ecological projects and defined elements of larger projects from instruction through to completion.
- Plan and coordinate fieldwork, resources and other staff involved in project delivery.
- Deliver work to agreed scope, programme, budget and quality requirements and identify changes in scope, emerging risks and issues requiring senior support or escalation.
- Maintain accurate project, financial and resource information and support timely invoicing and forecasting.
- Prepare scopes and quotations for straightforward work and contribute technical input to larger proposals and tenders.

Clients and teamwork

- Develop effective working relationships with clients, landowners and other stakeholders and communicate clearly throughout project delivery.

- Supervise and support Assistant Ecologists, seasonal staff and other colleagues undertaking fieldwork on projects.
- Work collaboratively across EMEC's Ecology, Land Management and Project Management teams.
- Share technical knowledge and contribute to the development of good practice across the team.

Quality, safety and professional standards

- Deliver work in accordance with relevant legislation, professional standards, EMEC procedures and the limits of personal competence.
- Maintain high standards of health, safety and environmental practice during field and office-based work.
- Maintain appropriate technical knowledge, licences and continuing professional development.
- Contribute to EMEC's quality and environmental management systems and continuous improvement.

General requirements

The role involves regular fieldwork and overnight, evening, early morning and occasional weekend working. EMEC operates flexible working, TOIL and paid overtime arrangements.

A full UK driving licence is required as the role involves travel to sites, including locations not accessible by public transport.

The postholder is expected to work in accordance with EMEC and Nottinghamshire Wildlife Trust policies and procedures, represent EMEC professionally and undertake other reasonable duties appropriate to the role.

This role is subject to a DBS (Basic) Check.

Person Specification

Essential

- Good professional experience in ecological consultancy or a closely related professional environment.
- Experience of undertaking ecological surveys and assessments, including protected-species surveys.
- Experience of independently leading field surveys within areas of competence.
- Experience of UKHab survey and habitat condition assessment.
- Experience of producing high-quality ecological reports and technical advice.
- Experience of managing standard ecological projects or defined work packages, including planning work and meeting deadlines.
- Experience of routine ecological mitigation and enhancement design.
- Experience of sourcing, interpreting and applying ecological data.
- Experience of working directly with clients, landowners or other project stakeholders.
- Experience of coordinating or supervising others during fieldwork.
- A degree in ecology, environmental science or another relevant discipline, or equivalent professional experience.
- Good knowledge of UK habitats and species relevant to the role.

- Good knowledge and practical understanding of relevant wildlife legislation, planning requirements and professional ecological practice.
- Good understanding of BNG and its application to ecological consultancy.
- At least one protected-species survey licence or equivalent demonstrable specialist ecological capability.
- Competence in GIS and relevant field data collection and survey applications.
- Full UK driving licence.

Desirable

- Multiple protected-species survey licences.
- Bat survey licence and/or experience supporting bat mitigation licensing.
- White-clawed crayfish licence and/or strong survey and mitigation experience.
- Experience leading otter and water vole surveys.
- Experience preparing protected-species mitigation licence applications and working under licence.
- Experience undertaking BNG assessments and preparing or contributing to Habitat Management and Monitoring Plans.
- Strong botanical survey skills, including FISC Level 3 or above and/or NVC experience.
- MoRPh accreditation or relevant river-condition assessment experience.
- Invertebrate survey experience or another ecological specialism relevant to EMEC's work.
- Tree-climbing accreditation or experience relevant to aerial bat inspection.
- Associate or Full membership of CIEEM, or eligibility to apply.
- Relevant health, safety or environmental training.
- Postgraduate qualification in ecology or another relevant discipline.

Skills and approach

- Strong ecological field skills and sound professional judgement.
- Clear, accurate technical writing.
- Able to plan and organise work effectively across competing project and seasonal demands.
- Able to work independently while recognising when senior technical advice or review is required.
- Good client and stakeholder communication skills.
- Commercial awareness and an understanding of the importance of delivering work efficiently and within agreed scope and budget.
- Able to supervise and support less experienced colleagues effectively.
- Collaborative and willing to share knowledge across disciplines.
- Practical, responsive and solutions focused.
- Commitment to continuing professional development and building technical expertise.
- Commitment to EMEC's purpose, values and Profit with Purpose model.