

JOB DESCRIPTION AND PERSON SPECIFICATION

Strategic Ecologist



Job title: Strategic Ecologist

Reports to: Senior Project Manager

Technical oversight: Principal Ecologist

Direct reports: None

Location: TORS, Nottingham

Overall purpose

Lead the ecological strategy and delivery approach across a small portfolio of EMEC's major and long-term client projects, translating client biodiversity, nature recovery and land management objectives into practical and effective delivery.

The Strategic Ecologist works closely with Project Managers, who retain overall responsibility for major client relationships and project delivery, to understand client needs, operational requirements and ecological opportunities and develop appropriate ecological strategies, plans and interventions.

Working across EMEC's Project Management, Ecology and Land Management teams, the role connects ecological advice with operational delivery and supports projects from strategy and planning through implementation and monitoring.

Alongside major project responsibilities, the Strategic Ecologist contributes to EMEC's wider ecological consultancy workload as required, maintaining broad technical capability and supporting effective use of resources across the business.

Main responsibilities

Ecological strategy and client outcomes

- Lead the development of ecological strategy and delivery approach for assigned major and long-term projects and programmes.
- Work closely with Project Managers to understand client objectives, operational context and long-term priorities and develop the ecological response.
- Establish and interpret ecological baselines, constraints, opportunities and priorities at site, estate or programme level.
- Develop biodiversity strategies, action plans, habitat management approaches, monitoring frameworks and other strategic ecological outputs.
- Translate environmental commitments and biodiversity objectives into practical, measurable and deliverable actions.
- Maintain awareness of relevant legislation, policy and emerging ecological practice and apply this to client projects.

Planning and operational design and delivery

- Translate ecological strategies and objectives into defined workstreams, scopes, deliverables, activities and monitoring requirements.
- Work with Project Managers to establish programme, resource, specialist, information and delivery requirements for ecological workstreams.

- Identify dependencies, constraints, risks and changes that could affect ecological delivery and ensure these are addressed or escalated.
- Coordinate ecologists, technical specialists, subcontractors and partners contributing to assigned work.
- Work with Land Management and other delivery teams to ensure ecological recommendations are practical and effectively implemented.
- Use monitoring, data and project learning to assess progress, demonstrate outcomes and inform future management.

Clients and service development

- Develop strong working relationships with client teams and act as a key ecological contact on assigned projects, within the overall client relationship led by the Project Manager.
- Understand client needs and communicate ecological issues clearly to technical and non-technical stakeholders.
- Develop a detailed understanding of the client's organisation, estate, operating environment, decision-making processes and long-term environmental priorities.
- Identify opportunities where EMEC could provide further ecological or land management support and work with the Project Manager to develop these.
- Provide ecological input to tenders, quotes, proposals and the development of new major projects.
- Contribute to the development of EMEC's strategic ecology and integrated delivery services.

Wider ecological delivery and technical quality

- Contribute to ecological surveys, assessments, technical review and other consultancy work across EMEC's wider portfolio, subject to major-project priorities.
- Produce and review (QA) high-quality ecological outputs within areas of competence.
- Ensure work meets relevant legislation, professional standards and project requirements.
- Work with the Principal Ecologist and wider Ecology team to maintain technical standards, develop professional capability and access specialist expertise.
- Share knowledge and learning across project and technical teams.

General requirements

The role requires travel to client and project locations and regular ecological fieldwork. Some evening, early morning and occasional weekend working may be required depending on project and survey requirements.

A full UK driving licence is required.

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 post is subject to a DBS (Basic) Check.

Person Specification

Essential

- Strong professional experience in ecology, environmental consultancy or a closely related field.
- Experience leading the ecological strategy, technical approach or a substantial ecological workstream within a multidisciplinary, complex or longer-term project.
- Strong experience of habitat survey, assessment and evaluation and interpreting ecological data.
- Experience translating ecological evidence and objectives into practical recommendations, plans and actions.
- Experience producing ecological strategies, action plans, management plans or comparable outputs.
- Experience working directly with clients and multidisciplinary project teams.
- Experience planning or coordinating ecological work involving other specialists or delivery teams.
- Experience undertaking ecological fieldwork and producing high-quality technical reports and advice.
- Experience translating ecological evidence, client objectives or environmental commitments into structured and deliverable programmes of work.
- Degree in ecology, environmental science or another relevant discipline, or equivalent professional experience.
- Strong knowledge of UK habitats, species and ecological processes.
- Good understanding of relevant wildlife and environmental legislation and professional practice.
- Good understanding of habitat creation, restoration and long-term management.
- Good understanding of BNG and wider approaches to biodiversity enhancement and nature recovery.
- Competence in GIS and interpretation of spatial and ecological data.
- Understanding of how ecological requirements interact with operational and land management activities.
- Associate or Full membership of CIEEM, or demonstrable eligibility and willingness to achieve an appropriate membership level.
- Full UK driving licence.

Desirable

- Experience of major infrastructure, transport, utilities, large estates or comparable long-term projects.
- Experience developing biodiversity strategies or action plans at estate, programme or landscape scale.
- Experience of Habitat Management and Monitoring Plans and long-term ecological monitoring.
- Experience of BNG assessment and strategic biodiversity planning.
- Experience working with operational teams to integrate ecological recommendations into practical delivery.

- Protected-species survey licences and/or mitigation licensing experience.
- Strong botanical, habitat assessment or other relevant specialist ecological skills.
- Experience contributing to tenders and proposals.
- Relevant postgraduate qualification.

Skills and approach

- Able to see the bigger ecological picture while understanding the practical detail needed to deliver it.
- Strong ecological judgement and ability to identify priorities from complex information.
- Able to understand client objectives, operations and constraints and apply ecological expertise accordingly.
- Strong relationship-building and stakeholder-management skills while recognising wider project and client accountabilities.
- Able to turn broad environmental objectives into clear, realistic actions.
- Strong written and verbal communication, including communicating technical information to non-specialists.
- Able to work effectively across Project Management, Ecology, Land Management and external delivery partners.
- Comfortable coordinating and providing technical direction to others without direct line-management responsibility.
- Commercially aware and able to consider programme, cost and deliverability alongside ecological outcomes.
- Able and willing to move between strategic project work and wider ecological consultancy delivery.
- Practical, collaborative and solutions focused.
- Commitment to continuing professional development and high professional standards.
- Commitment to achieving meaningful and lasting benefits for nature and to EMEC's Profit with Purpose model.