



Job description: Principal Ecologist

Role:	Principal Ecologist
Job purpose:	To lead on and deliver contracted ecological and arboricultural surveying, monitoring and wider related services, ensuring all work is delivered on time and to the highest standards. In doing so, this role contributes towards our wider aims to slow and ultimately reverse the decline of nature.
Contract Type:	Permanent
Salary:	£40,000 - £46,000 FTE dependent on experience.
Reporting to:	Chief Executive Officer
Responsible for:	Consultancy Ecologists/Assistant Ecologists
Other key relationships:	Business Manager, Finance and Administration Officer, WNCT Enterprises Board, Head of Finance and Operations, Head of Fundraising and Engagement, reserves team colleagues.

Worcestershire Wildlife Consultancy is a high quality ecological consultancy providing ecological services to a range of clients both within Worcestershire and further afield. Worcestershire Wildlife Consultancy is a key part of WNCT Enterprises Ltd, a wholly owned trading subsidiary of Worcestershire Wildlife Trust.

The successful candidate will have responsibility for delivering high quality services including:

- Ecological field work
- Clerk of works / licensing services
- Report writing
- Client care

You will also play a key part in Worcestershire Wildlife Consultancy contributing to the Trust's strategic plan and supporting the development & growth of the services provided.

Worcestershire Wildlife Trust is the county's leading nature conservation charity, committed to protecting wildlife and the natural environment. We are supported by over 21,000 individual members. Our 40 staff are supported by our 500 volunteers who are vital to the delivery of our work. We manage 75+ nature reserves across the county covering 12.5 square kilometres of land and provide land management advice across around a quarter of the county. We also work to inspire people to take action for nature and this includes work with schools and young people, communities and local businesses.

Our three strategic goals set out in our [strategy to 2030](#) are:

- Nature in recovery: 30% of land for nature by 2030
- Action for nature: one in four taking action for nature by 2030
- Sustaining our future: more diversity, more funding and carbon zero by 2030

We are one of 46 independent Wildlife Trusts operating across the UK.

Role specification

a) Ecological fieldwork

To provide ecological services including:

- Ecological Impact Assessments
- Habitat Regulations Assessments
- Preliminary Ecological Appraisals
- Protected species and habitat surveys and mitigation prescriptions
- Habitat management plans and land management advice
- Biodiversity Net Gain (BNG) assessments
- Ecological Clerk of Works on selected projects
- Bespoke conservation landscape and mitigation plans
- Project management and supervision
- Data capture and analysis
- Data requests from biological record centres and others
- Report writing and peer review
- Obtaining and maintaining the appropriate and required protected species licences
- Arboricultural consultancy work including woodland and forestry management advice and management plans and tree safety surveys

b) Delivery of contracted work

- Undertake the delivery of specific contracts, taking personal responsibility for their completion when required
- To complete accurate, clear and concise reports to agreed standards including well-presented data, maps, plans and other visual aids where appropriate
- Work with colleagues to ensure excellent communication and continued professional development
- Work with finance and operations team colleagues to support timely invoicing
- Contribute towards bids for work

c) Client care

- Ensuring work is delivered to agreed timescales and standards
- Ensuring strong client relationships are built and maintained
- Answering enquiries and responding to clients requests as appropriate
- Assisting in the delivery of agreed quotes and information packs to potential and existing clients
- Liaison with existing clients, contractors and other partners required to ensure successful delivery of projects and services

d) Contribute to the overall work of the Consultancy and Trust

- Contribute towards Trust-wide programmes including equality, diversity and inclusion and our climate change and wildlife strategies

- Manage own activities staff and sub-contractors when the lead member of staff on a given project to ensure that all legal (including health and safety) and contractual obligations (including those with clients) are fully met, working with other staff where appropriate
- Attend, contribute and lead team meetings, Trust council meetings and working groups as required
- Support the professional development of ecology colleagues
- Assist in devising and facilitating the implementation of operating systems and structures to enable all team members to work effectively and efficiently together

Personal specification

Knowledge and experience

- Educated to degree level in an ecological/ environmental subject and a minimum of five years post qualification experience or a minimum of 10 years dedicated experience,
- Associate and ideally a full member of the Chartered Institute for Ecologists and Environmental Managers (CIEEM)
- Hold, or eligible to hold, multiple relevant protected species licences, including bats
- Experienced in obtaining and implementing EPS mitigation licences
- Eligible to be the Named Ecologist on mitigation licences
- Experience in Biodiversity Net Gain (BNG) Metric and with UKHab classification
- Comprehensive knowledge of UK habitats and wide ranging botanical knowledge
- Proven experience in technical report writing, licence applications, and quality assurance.

Skills

- Excellent organisational and planning skills, with the ability to work under pressure and to multiple deadlines
- Able to positively engage with others through excellent verbal and written communications, including presentational skills for a range of audiences
- Report writing and editing/reviewing of complex documents
- Project planning and management
- Computer literate including use of the Microsoft Office suite and of mapping services e.g QGIS, ArcGIS etc

Personal Qualities

- High professional standards, well-organised and with strong attention to detail
- Ability to recognise and respond quickly and appropriately to problems
- Committed to fostering a positive working environment, supporting and encouraging the personal and professional development of the team
- Full driving licence
- Keen interest and commitment to wildlife and the aims of Worcestershire Wildlife Trust