

Senior Ecologist

Job description

Overall job purpose	To deliver contracted ecological and arboricultural surveying, monitoring and wider related services, ensuring all work is delivered on time to a high standard. In doing so, this role contributes towards our wider aims to slow and ultimately reverse the decline of nature.
Place of work	Worcestershire Wildlife Trust, Lower Smite Farm, Hindlip, WR3 8SZ. Hybrid working available with up to 40% WFH when appropriate
Hours	Full time (35 hours per week) working 9am – 5pm Monday to Friday with some out of hours work required
Contract type	Permanent
Salary	Up to £37,500 FTE. Salary will be dependent on experience.
Responsible to	Consultancy Business Manager
Key relationships (internal)	Business Manager, Finance and Administration Officer, WNCT Enterprises Board, Chief Executive, Head of Finance and Operations, reserves team colleagues
Responsible for	No direct line reports but supports ecologist colleagues and subcontractors at times

About us

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.

Worcestershire Wildlife Trust is Worcestershire'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 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.

We're **Wild about inclusion**. To us, this means inspiring, empowering and engaging people from all backgrounds, cultures, identities and abilities to change the natural world for the better. It also means cultivating inclusive workspaces that are free from discrimination,

where differences are valued and everyone can be themselves and flourish, just like nature. As a Disability Confident Committed employer, we actively welcome applications from disabled candidates. Applicants who meet the minimum requirements required and choose to apply under the scheme will be offered an interview.

Job specification

The successful candidate will be responsible for delivering high quality-services including ecological surveying, monitoring and wider related services across a range of contracted work. As a key member of the consultancy team, the role works closely with colleagues to ensure all projects are completed to required standards and timescales.

Ecological consultancy responsibilities

Deliver a wide range of ecological services including:

- Ecological impact assessments
- Habitat regulations assessments
- Preliminary ecological appraisals
- Protected species and habitat surveys
- Habitat management plans and land management advice
- Biodiversity Net Gain (BNG) assessments
- Ecological Clerk of Works
- Bespoke conservation, landscape and mitigation plans
- Arboricultural consultancy work including woodland/forestry advice and tree safety surveys
- Project management and supervision, ensuring timely and high-quality delivery
- Capture, analyse and interpret ecological data
- Prepare clear, concise and well-presented reports, maps and plans
- Obtain and maintain relevant protected species licences
- Manage data requests from biological record centres and other sources

Delivery of contracted work

- Lead on the delivery of specific consultancy contracts, taking responsibility for completion where required
- Ensure all outputs meet agreed standards, deadlines and client expectations
- Work with finance and operations colleagues to support timely invoicing
- Contribute to the preparation of bids, proposals and quotes for new work

Client care

- Build and maintain strong client relationships
- Respond to enquiries by phone and email in a timely and professional manner
- Support the preparation of quotes, information packs and client communications
- Liaise with clients, contractors and partners to ensure successful project delivery

Contribute to the overall work of the Consultancy and Trust

- Ensure all activities comply with Trust policies and procedures
- Contribute towards Trust-wide programmes including equality, diversity and inclusion and our climate change and wildlife strategy

- Ensure that all legal obligations (health and safety, data protection, taxation, contractual requirements) are met
- Support and attend Trust events and activities as required

Person specification

Skills

- Excellent verbal and written communication skills
- Presentation skills for a range of audiences
- Strong organisational and planning skills
- Report writing and editing of complex documents
- Project planning and management
- Full driving licence and access to own vehicle
- Competent IT skills including Microsoft Office and GIS/mapping software (e.g. QGIS, ArcGIS)

Experience

- Degree in ecology or equivalent experience, with significant experience gained in ecological consultancy or a comparable role
- Full member of the Chartered Institute for Ecologists and Environmental Managers (CIEEM)
- Holder of at least one, and ideally two or more, relevant protected species licences
- Experience with Biodiversity Net Gain (BNG) Metric and UKHab classification
- Experience in ecological surveying and monitoring

Knowledge

- Knowledge of wildlife conservation, natural history and broad species engagement skills
- Protected species legislation and licensing
- Comprehensive knowledge of UK habitat types and proficient botanical survey skill
- Understanding of UK wildlife legislation
- Arboricultural principles (desirable)

Personal qualities

- Willingness to support junior ecologists
- Able to work independently and collaboratively
- Committed to personal and professional development
- Able to manage a busy and varied workload
- Positive, co-operative and solutions-focused approach

What we offer

We offer a supportive, friendly and purpose driven working environment where your contribution genuinely makes a difference for wildlife and local communities. As part of Worcestershire Wildlife Consultancy and Trust, you'll benefit from:

- A generous annual leave allowance of 6.6 weeks including bank holidays
- A holiday purchase scheme
- A contributory pension scheme with 4%/8% employer contributions
- Flexible and hybrid working options, where possible
- Enhanced Parental Leave policies
- Group Life Assurance at 3x annual salary
- Employee Assistance Programme
- Annual volunteering days
- Savings and discount hubs

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