



Job description: Ecologist

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.
Duration:	Between 0.8 and 1.0 FTE considered, permanent contract (28-35 hours per week)
Salary:	£26.5k to £30k per annum. Salary will be dependent on experience.
Reporting to:	Consultancy Business Manager
Responsible for:	No direct line reports but supports ecologist colleagues and subcontractors at times.
Other key relationships:	Business Manager, Principal Ecologist, Finance and Administration Officer, WNCT Enterprises Board, Chief Executive, Head of Finance and Operations, Head of Fundraising and Engagement, reserves team colleagues.

Key areas of activity

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 surveying, monitoring and wider related services across a range of contracted work. The role is a key part of the delivery of the Trust's ecological consultancy work and therefore involves working closely with the Principal Ecologist and Assistant Ecologist.

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 by phone, mail and email 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

- Ensure activities operate within agreed policies and procedures
- Contribute towards Trust wide programmes including equality, diversity and inclusion, and our climate change and wildlife strategy
- Ensure that all legal (e.g. health and safety, data protection, taxation) and contractual obligations are fully met, working with other staff where appropriate

- Ensure adherence with General Data Protection Regulations
- Assist with, attend and support Trust events, activities etc as required

Personal specification

Knowledge and experience

- Educated to degree in ecology or equivalent work experience with at least two years experience as an ecologist or in an equivalent role
- Associate and ideally a 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
- Experienced in obtaining and implementing EPS mitigation licenses
- Eligible to be the Named Ecologist on mitigation licences
- Experience in Biodiversity Net Gain (BNG) Metric and with UKHab classification
- Good knowledge of wildlife conservation, natural history and broad species engagement skills
- Good knowledge of UK habitats and botanical knowledge and experience
- Ecological surveying and monitoring techniques
- Knowledge of UK wildlife legislation

Skills

- Interpersonal and communication
- Presentation skills for a wide range of audiences
- Time management
- Report writing and editing/reviewing of complex documents
- Project planning and management
- IT knowledge including use of Microsoft Office package
- Knowledge of mapping services e.g. QGIS, ArcGIS etc

Personal Qualities

- Good commercial awareness
- Full clean driving licence and access to own vehicle
- Good communicator to a wide range of audiences
- Able to work independently or as part of a team
- Ability to deal with a busy and varied workload

February 2025