

## Senior Ecologist

**Location:** Warboys, Huntingdon, Cambridgeshire. Hybrid working available, with a focus on projects in the East of England.

**Salary:** £35,000-£45,000, based on experience

**Contract:** Full-time, or part time, permanent

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The role includes:

### **Management:**

- Line managing teams of field workers, leading field surveys where necessary.
- Line managing members of staff including assistant ecologists and ecologists- undertaking regular 121s and annual PDRs.

### **Technical**

- Undertaking ecological surveys (UKHab Surveys, BNG surveys, Phase Two Surveys such as bat, newt, reptile, water vole surveys etc.)
- Acting as lead ecologist on more complex sites with a sound base in flora/fauna ID skills (ideally working at minimum FISC Level 4, (or a willingness to achieve this, we will provide training and assessment).
- Ability to produce high quality habitat maps using mapping software such as QGIS and Coreo.
- Project management of more complex projects- to include quoting, surveying, reporting, and invoicing.
- Liaising with clients to discuss client proposals and ecological findings. Liaising with statutory bodies where needed.
- Preparation of ecological reports and plans- acting as first QA and second QA where appropriate for assistant ecologists'/ecologists' reporting.
- Designing and implementing mitigation schemes.
- Writing and reviewing health and safety risk assessments and method statements (RAMS) and other administration tasks as necessary.
- Preparation of mitigation licences for protected species.
- Preparation of HRAs with support from senior staff.
- Ecological Clerk of Works (ECoW)/Ecological Supervision.
- Training junior ecologists for report writing, habitat map production and other ecology skills.
- Other tasks as requested by line manager.

- Hold personal survey licences in at least two protected species.
- Minimum Full Member of CIEEM.

## Competencies

### Proficient working towards Authoritative

#### Proficient

Someone working at this level of competence has the knowledge and experience of this activity to carry out complex, specialist or non-standard tasks to the required standard consistently. They are aware of alternative options and approaches and can provide guidance, instruction and advice on this activity to others.

- You are knowledgeable on this activity and are able to explain it to a range of different audiences.
- You have experience of this activity in both straightforward and complex situations.
- You can deal effectively with difficult or complex issues relating to this activity and both propose and evaluate alternative solutions.
- You can provide guidance, instruction and advice to others and may provide mentoring and/or coaching about this activity.
- You may provide formal education or professional training about this activity up to this competence level.
- You may contribute to the production of guidance or standards on this activity.

#### Authoritative

Someone working at this level of competence is widely recognised as an authority, both by others within the organisation and/or by external peers, for the knowledge and experience they demonstrate in some, or all of the activities covered by this competence.

- You have a detailed level of knowledge relating to the activity and its application in many and varied circumstances.
- You share your knowledge with others and have done so extensively with a wide range of audiences.
- You are routinely consulted on this activity by others in the profession.
- You can solve highly complex problems independently relating to this activity and may have set new related standards and industry benchmarks.
- You may lead or substantially contribute to the development of industry policy, standards and guidelines relating to this activity.
- You may be called upon as an expert witness in relation to this activity.
- You may deliver formal training and education to others on this activity at all levels of competence.

S1 – Surveying: Habitat/species survey design, planning and fieldwork

S2- Surveying: Species identification, handling and population size

S3 - Surveying: Habitat identification, classification and assessment (not actively doing in current role)

~~M1 – Environmental Management: Providing specialist advice on ecological management and/or environmental schemes~~

M2 - Environmental Management: Designing and preparing environmental management, mitigation, restoration and enhancement plans (*Management Plans*)

M3 - Practical implementation of plans for ecological management and/or environmental schemes (ECoW)

A2 – Environmental Assessment: Habitat Regulations Assessment (HRA) / Natura Impact Statements (NIS)

A4 - Environmental Assessment: Ecological assessment including Preliminary Ecological Appraisal (PEA), Ecological Impact Assessment (EclA)

A6 – Environmental Assessment: Quantifying Biodiversity Gain

P3 - Policy, Legislation and Standards: Advising on the requirements of legislation, policy and guidance or international standards

SM1 - Scientific Method and the Evidence-based Approach: Scientific method design and implementation

SM2 - Scientific Method and the Evidence-based Approach: Analysis of environmental data and modelling

SM3- Scientific Method and the Evidence-based Approach: Interpretation

PS1 – Professional standards

HS1 – Health, Safety and Wellbeing: Creating and maintaining a healthy and safe working environment

C1 – Communication

PRM1- Project Management: Managing, funding and evaluating projects

IM1 - Information Management: Data and document management

IM2 - Information Management: Information technology

PEM1 - People Management: Recruiting and developing people

PEM2 - People Management: Leadership