**Job Description: Consultant Ecologist**

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| **Main Purpose of Role:** | To independently undertake a range of ecological site assessments and protected species surveys; manage projects of various complexities; engage and liaise with colleagues, clients, and other stakeholders; prepare and issue high-quality reports. |
| **Reports to:** | Senior Ecologist |
| **Location:** | Stroud, Gloucestershire or Caerphilly, South Wales – homeworking and office attendance (flexible arrangement). |
| **Contract type and hours:** | Full time, permanent (subject to 6 months probationary period);  37.5 hours per week |

**Key Responsibilities:**

1. Independently undertaking, leading, or assisting with the delivery of ecological services including site assessments (including Preliminary Ecological Appraisal (PEA), Preliminary Roost Assessment (PRA), UKHab, and biodiversity net gain (BNG) calculations) and a wide range of protected species surveys (such as dusk bat emergence, badger, dormouse, great crested newt, otter, reptile, and water vole surveys).
2. Preparation and review of ecological reports (PEA, PRA, Ecological Impact Assessment, BNG, Construction Environmental Management Plan, Biodiversity Enhancement Strategy, Species/ Habitat Mitigation Strategy) including detailed analysis and interpretation of results and the provision of recommendations and robust advice.
3. The preparation and implementation of European Protected Species Licence applications, and great crested newt District Licensing (for England only).
4. Independently undertaking or assisting with site compliance checks (i.e. Ecological Clerk of Works (ECoW) duties) and monitoring visits.
5. Reviewing risk assessments for field work and safe working practices, organising site access, and client engagement.
6. The preparation and review of quotations, tenders, and bids and invoicing duties.
7. Managing projects of various sizes and complexities. Overseeing survey data management.
8. Liaising with clients, customers, and key stakeholders on all relevant aspects of UK wildlife legislation and policy, instilling confidence when advising clients on wildlife issues during the development process.
9. Mentoring of junior colleagues and collaboration with other departments, including arboriculture and marketing.
10. Any other reasonable duties that may contribute to the support and growth of the business.

**Person Specification: Consultant Ecologist**

**Essential:**

* Two or more years’ experience in the delivery of ecological services within the UK.
* Ability to identify common species of plants and animals in the British Isles.
* Understanding of BS42020:2013, BS8683:2021 and relevant wildlife legislation and planning policy across the UK.
* Attention to detail and a commitment to quality.
* Ability to communicate well across different media in a clear and effective manner.
* Project management experience.
* Experience of leading simple field surveys.
* Experience of ECoW duties, delivering toolbox talks, or the supervision of mitigation measures, compliance, and monitoring.
* Proficient in the use of QGIS or similar and a willingness to be trained in the use of similar applications.
* Access to own car for business use.
* Competent with Microsoft 365 or equivalent applications.
* Eligibility to work permanently within the UK.
* Full UK driving licence.

**Desirable:**

* Possession of a protected species ‘survey’ licence (such as bat, great crested newt, dormouse), or working towards a class licence.
* Experience of BNG on more complex sites.
* Experience of BREEAM assessment.
* Botanical skills (FISC) and/or breeding bird survey experience.
* Enthusiasm for the restoration of biodiversity loss/ re-wilding and the protection of the natural environment.
* Degree in a relevant and recognised ecological or environmental discipline.
* Membership of the Chartered Institute of Ecology and Environmental Management (CIEEM), and a desire to work towards higher levels of professional membership.

We understand not everyone will meet all the essential requirements, but you might have supplementary skills we didn’t know we needed! If you meet 80% or more of what we’re looking for, please still apply.

**Salary and Benefits:**

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| **Salary Range:** | £26,000 - £34,000 per annum (depending on level of experience) |
| **Holiday Entitlement:** | Start at a minimum of 25 days plus public holidays increasing to a maximum of 30 days plus public holidays with service.  An additional day’s holiday is awarded on your birthday, or nearest working day, each year. |
| **Volunteer Scheme:** | One paid day per quarter allowed for Wildwood team volunteering with a national charity or not-for-profit community group.  One paid day per quarter allowed for individual volunteering with a national charity or not-for-profit community group. |
| **Wellbeing Scheme:** | One paid day per quarter allowed to engage in wellbeing activity, either individually or as a part of the Wildwood team. |
| **Pension:** | NEST Workplace Pension Scheme – company currently pays enhanced contribution of 4% pensionable salary. |
| **General Work Arrangements:** | Agile working and work from home flexibility  TOIL  Flexible arrangements and generous above-statutory time off and pay when you have or adopt a child  Flexible arrangements and support for your disabled child or support with your own disability and/or impairment  Use of company vehicle or mileage allowance paid  Laptop and mobile phone for business use  Company credit card\* |
| **Training and Development:** | Linked to the company business plan and personal CPD requirements including books, courses, and support materials.  Time off for study where needed.  Professional memberships paid, where relevant to the role.  Sabbatical and secondment opportunities  Career progression framework provided |
| **Annual Bonus Scheme:** | Practice and performance related (not guaranteed) |
| **Long Service Bonus:** | Receive £500 after 5 years and £1,000 after 10 years of service (subject to tax) |
| **Health, Safety and Wellbeing Arrangements or Benefits:** | Sight tests and glasses if required for DSE (display screen equipment) work (in line with current legislation)  Relevant vaccinations as required for the role  Home office furniture loan, if working from home (e.g., desk, chair, stands and lamps)  Healthcare Cash Plan, including dental, eye care and access to counselling services |
| **Social Benefits** | Make work enjoyable is one of our values – a variety of social events throughout the year and team-led awards! |

\*subject to review