

## Job Description – Senior Ecologist

**Job Title:** Senior Ecologist

**Department:** Nature Reserves

**Reporting to:** Head of Nature Reserves

**Place of Work:** Southerham Farm; travel to locations across Sussex will be required.

**Salary:** £35,924.18

### Job Purpose

To enable SWT to deliver effective action for wildlife in Sussex by developing and delivering the Trust's nature reserve monitoring strategy and providing associated management advice, ensuring the effective management of specified nature reserves and to develop their role as key components of a fully functioning ecological network.

This job description reflects the current position and may change.

### Responsibilities

1. Be responsible for developing and implementing a monitoring programme for the Trust's reserves to inform on condition by conducting and overseeing associated surveys including management and support of staff, volunteers and contractors.
2. Be responsible for receiving and interpreting data from the monitoring programme and interpreting into management advice for the Nature Reserves Team, coordinating data management systems and use of GIS closely with the Sussex Biological Record Centre.
3. Support the Nature Reserves Team in the production of site management plans, advising on content, key management decisions, and supporting production of monitoring requirements, considering the Trusts strategic approach to landscape connectivity and climate adaption.
4. Be responsible for public engagement and communication relating to ecology, including providing content for the Communications Team, engaging with members and the public, attending and leading events and acting as an ambassador for the Trust.
5. Communicate complex ecological monitoring reports and data clearly and concisely to a range of audiences. Provide high quality advice to both internal and external contacts, including partners, stakeholders and neighbours.
6. Lead and oversee restoration projects on Nature Reserves, prioritising resources to ensure the optimum ecological outcome.
7. Be responsible for the use of drones on reserves, including overseeing licencing, contractors and the use of internal equipment.
8. Always ensure confidentiality, only releasing confidential information obtained during employment to those acting in an official capacity.
9. Comply with the requirements of Data Protection and GDPR.
10. Have a flexible approach to working hours, working unsociable hours, evenings and weekends (and emergency cover), as part of an agreed rota may be required on occasion.

11. Responsible for the Health, Safety and Welfare of self and others and to always comply with the requirements of Health and Safety Regulations.
12. Comply with the Trust's Policies and Procedures.
13. Comply with the Trust's Behaviour Framework.
14. The above list should not be regarded as exhaustive, from time-to-time staff may be required to carry out other such duties as determined by the Trust.

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## Key Relationships

### Internal

1. Head of Nature Reserves & Grazing Manager
2. Wider Land Management team
3. Sussex BRC
4. Conservation Policy team
5. Teams across the whole Sussex Wildlife Trust
6. Volunteers

### External

1. Advisors and specialists
2. Landowners/Land Managers and Farmers
3. External stakeholder organisations and community groups
4. Contractors and suppliers
5. Academic and ecological research institutions

Experience	Essential	Desirable
A minimum of 3 years' experience in a similar role.	✓	
Qualification in ecology and/or nature conservation or equivalent experience to degree level.	✓	
Significant experience in ecological survey and monitoring within nature conservation.	✓	
Substantial experience of preparation and presentation of reports, surveys and key messaging to variety of stakeholders and audiences.	✓	
Providing specific practical habitat management advice and influencing decision making.	✓	
Experience in co-ordinating consultants, contractors and volunteers.	✓	
Experience of setting and managing budgets; developing and implementing financial management plans.		✓
Experience of managing staff and/or volunteers or supporting junior colleagues.		✓
Member of relevant professional body – e.g. CIEEM.		✓

Knowledge	Essential	Desirable
Comprehensive British / Sussex flora and fauna ecological knowledge, survey techniques and management of associated data.	✓	
A good knowledge of botany and birds.	✓	
Sound knowledge of the application of ecological data and evidence in practical land management techniques.	✓	
Understanding of delivery of practical management advice for nature conservation professionals.	✓	
Demonstrable knowledge of advanced data management techniques and statistical methods in ecological survey work.	✓	
A specialism in a particular taxa, group, or habitat relevant to Sussex flora & fauna.		✓

Skills	Essential	Desirable
Effective team leadership and people management skills.	✓	
Excellent ecological survey and interpretation skills.	✓	
Excellent skills in using GIS mapping techniques.	✓	
Excellent communication and presentation skills in sharing ecological stories with key audiences to inspire and influence.	✓	
Excellent IT, organisational and administrative skills.	✓	
A self-disciplined approach to work and an ability to organise work programmes.	✓	
Familiarity with innovative survey technologies- e.g. use of drone hardware and aerial mapping techniques – e.g. SCALGO.		✓
Excellent attention to detail - scientific approach to data and evidence.		✓

Personal Qualities	Essential	Desirable
Confident about working alone and in isolated locations.	✓	
A demonstrable personal commitment to taking effective action for wildlife.	✓	
Having diversity and inclusion as core values.	✓	
Good people leadership, the ability to engage and inspire a team.	✓	
A self-disciplined approach to work and ability to work independently as needed.	✓	
Ability to work collaboratively as part of a team and to support colleagues where appropriate.	✓	
Imagination, resourcefulness and diplomacy.	✓	