



Sheffield &
Rotherham

APPLICANT PACK: SENIOR ECOLOGIST WILDSCAPES



ABOUT SHEFFIELD & ROTHERHAM WILDLIFE TRUST

Sheffield & Rotherham Wildlife Trust is one of 46 Wildlife Trust working for wildlife across the UK. We are a registered charity and company, with a Board of 13 Trustees drawn from our membership. We are part of the local community, working to protect and enhance the natural environment of Sheffield and Rotherham for the benefit of people and wildlife. For over 30 years we have protected important wildlife, habitats and green spaces that matter to local people. We directly manage 16 Nature Reserves, thanks to our many volunteers, including the internationally important moorland at Blacka Moor, the much-loved Wyming Brook, the beautiful woodlands at Greno Woods and the locally important 'space to breathe' at Sunnybank.

Every year we engage with thousands of people of all ages, and have nearly 6,000 subscribing members and a rapidly growing social media following. We reach out to communities in some of the most deprived parts of the country through our Natural Neighbours programme. We run an Outdoor Learning Service for children and young people of all ages and abilities and we work with older, vulnerable, isolated adults to support them engaging back in to their communities through our Wild@Heart nature programme.

Recent projects include the delivery of natural flood risk management schemes with the Environment Agency on the Rother, recording the return of the otter along the River Don and producing the first ever State of Nature report for Sheffield. We are the lead partner for the successful Sheffield Lakeland £4 million Heritage Fund landscape partnership. We also take action for wildlife and green spaces under threat, supporting other groups and working with local people to campaign on issues that threaten our natural environment and local wildlife. Recent campaigns include opposing a Motorway Service Area on the Local Wildlife Site and ancient woodland at Smithy Wood, asking for a Street Tree Strategy for Sheffield and the retention of the Chelsea Road elm tree. We are also working together with other Wildlife Trusts to call for a 'Wilder Future' and a new strong Environment Act.

To find out more about our work please take a look at our website here: <https://www.wildsheffield.com/>

Wildscapes Consultancy (both a CIC and part of the Trust) works to improve places for people and wildlife by providing a range of land management and ecology services. Profit generated by the social enterprise is re-invested back in to the Trust's charitable activities - into our Nature Reserves, wildlife and habitat conservation, community engagement and campaign work.



ABOUT WILDSCAPES CIC

At Wildscapes, we're a small and rapidly expanding team with big ambitions. We're on the lookout for exceptional individuals with a hands-on approach who can help drive our business forward.

As a registered Community Interest Company (CIC) and commercial subsidiary of the Sheffield & Rotherham Wildlife Trust we have conservation at the heart of everything we do. All our profits are reinvested back into the charitable work of our parent company, creating a better future for wildlife, people and the green spaces of Sheffield, Rotherham, and beyond.

We support our clients to ensure projects are carried out with a detailed sensitivity to habitats and conservation whilst achieving their outcomes. Working with a variety of clients and operating across many sectors, we provide solutions with tangible benefits.

The main services we currently deliver are:

Ecology - protected species surveys, licensing, mitigation, habitat management plans, ecological management plans, planning consultation, and biodiversity net gain support

Land Management – pond and wetland creation, site maintenance, tree planting, soft landscaping, heather moorland restoration, habitat maintenance and creation

Further information about the consultancy can be found on our website www.wildscapes.co.uk and made available for candidates shortlisted for interview.



ABOUT SHEFFIELD & ROTHERHAM WILDLIFE TRUST

Why work for us?

We strive to offer opportunities for our employees to realise their ambitions, whether you're embarking on your career or bring with you a wealth of skills and experience. Through regular performance and development reviews, access to internal and external training, and support to achieve professional memberships and accreditations, we'll help you progress.

We're passionate about the work we do and teamwork is a huge part of that. Wildscapes is a multi-disciplinary consultancy with opportunities to work across a broad range of projects. We expect our employees to be adaptable and dedicated team players, supporting their colleagues to succeed too. We are big believers in work/life balance and are committed to supporting the wellbeing of our employees. Wildscapes uses a blended working policy, allowing you to work flexible hours from your home or the office. We actively encourage our employees to build time into their day to exercise and experience nature, whether it's a lunch time walk in the park or a team meeting in our wildlife garden just outside the office.

Benefits

Working for Wildscapes and the Trust, you will get a fantastic package of benefits including:

- Competitive salary
- 20 days annual leave plus public holidays and an additional 2/3 days annual leave over the Christmas shutdown (based on FT contract)
- Bonus leave days awarded with length of service
- Blended / flexible working
- Pension scheme with 9% employer contribution
- A dedicated personal annual training budget
- Seasonal uniform and PPE
- Payment of applicable professional membership fees
- Use of company vehicles
- Complimentary access to a range of Sheffield & Rotherham Wildlife Trust events and WILD Knowledge training sessions
- Other benefits of being linked to the Wildlife Trust, such as discounts at select retailers (outdoors stores etc.)
- Access to a free, professional and confidential counselling & support service



JOB DESCRIPTION

Job Title: Wildscapes Senior Ecologist

Responsible to: Wildscapes Ecology Manager

Responsible for: Ecologists, Casual and Seasonal Ecologists, Volunteers

Salary: SPO Grade £28,141.27 per annum + 9% pension contribution (after qualifying period)

Duration: Permanent

OVERALL PURPOSE

To deliver ecological surveys and related contract work for Wildscapes CIC, primarily working across South Yorkshire and the surrounding counties.

The successful candidate will provide technical ecological advice to clients and staff to ensure the delivery of high-quality ecological services.

Wildscapes CIC delivers a range of ecological services which includes but is not exclusive to:

- Protected Species Surveys – bats, GCN, birds, water vole, otters, badgers)
- Preliminary Ecological Appraisals, which will include Phase 1 Habitat Surveys or UK Habitat Classification Survey (UKHab)
- Biodiversity Net Gain Assessments
- Ecological Impact Assessments
- Ecological Management Plans
- Mitigation and Protected Species Licencing
- Ecological Clerk of Works (ECoW)

The successful candidate will have a good level of knowledge and skill in general ecological assessment (i.e. Preliminary Ecological Appraisal, including Phase 1 Habitat and UKHab, and Ecological Impact Assessment) and will specialise in one or two protected species, specifically including bats.

The successful candidate will support the Wildscapes Ecology Manager and the broader team in ensuring that Wildscapes CIC is an innovative social enterprise with an excellent reputation, delivering for people, wildlife, the natural environment, and Sheffield & Rotherham Wildlife Trust.



JOB DESCRIPTION CONTINUED

MAIN RESPONSIBILITIES

- Design and carry out ecological surveys and assessments
- Write and review ecological assessments, reports and other deliverables to a high standard
- Managing and mentoring of junior staff
- Provide detailed ecological advice and recommendations to clients and the Trust
- Produce tenders and submit proposals for ecology contracts as required
- Manage the finances of ecological projects
- Coordinate field and office-based work
- Liaising with clients, project managers and other project stakeholders, including statutory bodies
- Provide or coordinate GIS input to the consultancy
- Ensure an excellent level of health and safety while carrying out their role
- Present a professional image of the Trust and Consultancy at all times
- Any other relevant duties required of the post holder appropriate to this grade.
- Work unsociable hours as required by the business in order to deliver specific contracts



PERSON SPECIFICATION

Experience

At least five years' experience delivering ecology services for a variety of clients in public, private and third sectors

Leading and assisting on protected species surveys primarily for bats, however also experience in surveys for; badgers, great crested newts, water voles, birds and other specialist floral or faunal groups

At least one survey licence, specifically level 1 or higher in bats (CL17)

Experience drafting and applying for mitigation licences as a named ecologist

Good level botanical identification skills. Experience undertaking Phase 1 Habitat Surveys and UKHab

Experience undertaking Preliminary Ecological Appraisals on a range of sites and habitats (Phase 1 or UKHab)

Experience undertaking Biodiversity Net Gain assessments

Strong experience in project management, scheduling and coordinating other ecologists on site, meeting deadlines, and working to contract specifications & budget

Writing accurate fee quotes, survey briefs, contract bids and ecological reports for clients using quote templates, project specifications and survey

Knowledge

Excellent understanding of nature conservation and ecology (including survey techniques)

Excellent understanding and working knowledge of any specialist software or analysis techniques required to support advanced survey techniques (for example, kaleidoscope, Analook, Batexplorer, UKHab field keys, MAVIS etc.)

Strong knowledge of project management processes

Excellent working knowledge of Health and Safety in relation to ecology contract delivery

IT systems including Microsoft Office – Word, Excel, etc.

Desirable GIS (ideally QGIS)

Skills

Degree qualification in Ecology or a related subject or substantial work experience

A full member of the Chartered Institute of Ecology and Environmental Management (MCIEEM) or equivalent.

Full driving licence

Relevant qualifications in specialisms, e.g. FISC Level 4 or above, protected species survey licenses, CI-EEM Biodiversity Net Gain Metric Training

Excellent level of proficiency in practical ecology skills

Excellent interpersonal and communication skills to work with clients, casual staff and volunteers

Excellent written and verbal communication skills



PERSON SPECIFICATION CONTINUED

Desirable:

First Aid at Work certificate or equivalent

NPTC units 203 (CS38) and unit 204 (CS39) roped access trained

Personal Qualities

- Ability to organise, manage and prioritise work, without supervision, in order to meet deadlines and deliver well-planned work schedules
- Can work cooperatively as part of a team and independently with minimal supervision
- Reliable, pragmatic, professional and business-like
- Able to work unsociable hours as required by the needs of the business (e.g. to support bat surveys)
- Ability to liaise effectively and build good working relationships with a wide variety of individuals and organisations
- A commitment to the work of Wildscapes and the contribution this makes to the Wildlife Trust



DETAILS OF EMPLOYMENT

Salary: £28,141.27 pa pro rata

Pension:

All staff who earn over £192 per week (£833 per month) are over 22 and under pensionable age, are automatically enrolled on the SRWT pension scheme.

Following a 3-month postponement, from 6th April 19 onwards this is based on a total of 8% minimum level, 3% by SRWT and 5% by employee.

After 6 month's service (subject to successful probationary period), the employee will be entitled to a 9% contribution which need not be matched.

Anyone who does not meet eligibility criteria will have the opportunity to join the scheme should they wish, although they will not qualify for SRWT contributions.

Working Hours:

The working week for this post is 37.5 hours (part time hours can be considered), exclusive of lunch breaks. The post may involve some evening and weekend work for which time off in lieu can be taken. Blended working and flexi-time arrangements can be made at the line manager's discretion.

Location:

The post will be based at the Trust's main office on Stafford Road. Staff have the opportunity to blended working combining home and office working. However it is expected that the post holder will be required to visit other project sites and will work throughout Sheffield and Rotherham.

Probationary Period: All new employees are required to undertake a period of probation for 6 months, in which they will be expected to establish their suitability for the post.

Annual Leave: 20 days holiday, plus 3 days to be taken between Christmas and New Year, plus bank holidays pro rata. Staff will also receive a holiday bonus of 1 day per year for the first five years of full time service up to a maximum of 25 days per year. Annual leave entitlement is pro rata for all part time staff.

Length of Contract: Permanent, subject to business performance

Transport provision: Trust staff are required to use public transport wherever practical. However the post holder will have use of a pool of Trust vehicles when needed.

Equal Opportunities: Sheffield & Rotherham Wildlife Trust is striving to be an equal opportunities employer and selection of applicants is based on merit. Please request the full policy document for further details.

