



Sheffield &  
Rotherham

# APPLICANT PACK: WILDSCAPES PRINCIPAL ECOLOGIST

JULY 2022



# ABOUT SHEFFIELD & ROTHERHAM WILDLIFE TRUST

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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 over 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 £4million Heritage Fund landscape partnership where we are working with farmers and organisations for nature recovery. 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 and leading a Street Tree Strategy for Sheffield. We are also working together with other Wildlife Trusts to call for the delivery of the Environment Act.

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



# ABOUT SHEFFIELD & ROTHERHAM WILDLIFE TRUST

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## Why work for us?

We are big believers in work/life balance and are committed to supporting the wellbeing of our employees. We use a blended working policy, allowing you to work flexible hours from your home, site 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.

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 interesting projects. We expect our employees to be adaptable and dedicated team players, supporting their colleagues to succeed too.

## 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



## ABOUT WILDSCAPES

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Our Wildscapes Consultancy is a key part of delivering and supporting the work of Sheffield & Rotherham Wildlife Trust. Not only does our Consultancy deliver important contracts for nature recovery and conservation, all profits are reinvested back into the charitable work of the Trust, creating a better future for wildlife, people and the green spaces of Sheffield, Rotherham, and beyond.

Wildscapes is a small but rapidly expanding team with big ambitions. We're on the lookout for entrepreneurial people who can help drive our business forward and are committed to our approach of profit for purpose.

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 at different scales and operating across many sectors, we provide solutions with tangible benefits.

We offer Conservation & Land Management and Ecological Services. Recent contracts include: moorland and peat restoration in the Peak District, woodland creation, Great crested newt habitat creation across the region, Nature Reserve habitat management, support to the housing sector and natural flood risk management.



Further information about the consultancy can be found on our website [www.wildscapes.co.uk](http://www.wildscapes.co.uk) and made available for candidates shortlisted for interview.

## ABOUT THE ROLE

This is an exciting time to join Sheffield & Rotherham Wildlife Trust as we take forward our Strategy2030 for nature recovery. You'll be working in a profit for purpose team that is committed to achieving excellence for both clients and for the natural environment.

This role is interesting and varied, offering a great opportunity to expand our growing Wildscapes' Ecology Service. You'll provide leadership as well as expert technical guidance, working across a wide range of ecological services including: Protected Species Surveys, PEAs, EIAs, Licensing, Ecological Clerk of Works, Biodiversity Net Gain Assessments - for diverse projects on our Nature Reserves, restoring important habitats, through to supporting Housing Developments or infrastructure projects in the region.

The experience and enthusiasm you bring will enable you to lead and develop the team, inspiring them to deliver a high quality service. Working with our Business Development Manager you will bring your ecological expertise to deliver contracts from beginning to end, including developing client relationships and work streams, co-ordinating tenders, providing project management and ensuring high standards.



# JOB DESCRIPTION

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<b>Job Title:</b>	<b>Wildscapes Principal Ecologist (WPE22)</b>
<b>Responsible to:</b>	Wildscapes Business Development Manager
<b>Responsible for:</b>	Ecology Team inc. Casual and Seasonal Ecologists
<b>Salary:</b>	<b>£37,287 pa pro rata + 9% pension contribution</b> (after qualifying period)
<b>Hours:</b>	<b>0.8 or 1 FTE options</b> (for discussion with the successful candidate)
<b>Contract Type:</b>	Permanent
<b>Location:</b>	Flexible and blended working from office, home and on site

## OVERALL PURPOSE

Technical lead for the Wildscapes Ecology Service ensuring the team deliver in a professional and business-minded way, and to CIEEM and other industry accepted standards. This will include maintaining and developing client relationships to successfully secure new contracts and future opportunities.

Provide ecological advice to clients and staff to ensure the delivery of high quality ecological services including European protected species and habitat surveys & mitigation, EclA reports, PEAs and Biodiversity Net Gain assessments. This includes taking the lead on protected species surveys.

Support the Wildscapes Consultancy Manager in ensuring that Wildscapes is an innovative social enterprise with an excellent reputation, delivering professional ecological, land management and nature-based solutions that work for businesses, people and wildlife.

## MAIN RESPONSIBILITIES

- Lead and develop the Ecology Service, working with the Business Development Manager to ensure it is a successful, profitable commercial social enterprise that supports the aims of Sheffield & Rotherham Wildlife Trust.
- Take responsibility for the ecological workflow and technical outputs, ensuring they are to a high standard that exceeds the clients expectations.
- Line manage and develop the Ecology Team to ensure they have the appropriate qualifications, skills and expertise required to undertake their work.
- Manage the work schedule for the Team, working with Admin Support, to ensure contracts are delivered within agreed budgets, cash flow, timescales and quality expectations.



# JOB DESCRIPTION CONTINUED

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- Lead on the technical aspect of Ecology Contracts including: reviewing ecological information, undertaking ecological field surveys, supporting data collection, preparing high-quality reports and detailed licence applications, and other documents to support planning
- Work with the Business Development Manager to seek out new work, meet potential clients and identify business opportunities for Wildscapes' Ecology Service including contributing to: preparing quotations and tenders, pricing, budgeting, project management and resourcing,.
- Lead on protected species surveys / licencing / mitigation
- Undertake impact assessments of proposed developments, develop recommendations for the mitigation of ecological impacts and devising monitoring schemes
- Provide technical expertise that contributes to our developing Biodiversity Net Gain offer
- Develop and maintain a network of partners and sub-contractors/associates who can offer extended services and/or complement Wildscapes' services

## **General Duties**

- Deliver all according to SRWT's policies (e.g. environmental, HR and health and safety policies)
- Work unsociable hours as required by the business in order to deliver specific contracts
- Present a professional image of the Trust and Consultancy at all times
- Any other relevant duties required of the postholder appropriate to this grade.



# PERSON SPECIFICATION

ESSENTIAL CRITERIA	STAGE CRITERIA IS ASSESSED
<b>EXPERIENCE</b>	
Significant experience as a Senior Ecologist within a similar industry sector which may be demonstrated by at least 3-5 years' experience	A, I
Significant experience of carrying Preliminary Ecological Appraisals, habitat surveys (Phase 1 or NVC/UKHab), and Ecological Impact Assessments	A, I
Experience of developing mitigation schemes and being the Named Ecologist on European Protected Species licences	A, I
Leading on protected species surveys for at least two or more of the following: bats; badgers, great crested newts; water voles; birds	A, I
Strong project management experience, running contracts and managing multiple teams on-site, maintaining health & safety, environmental and wellbeing standards	A, I
Experience of line managing a staff and volunteers, in both an office and remote location	A, I
Experience of developing and maintaining excellent customer/client relationships	A, I
Experience of seeking out new contract work, pricing, bidding and successfully securing profitable ecological contracts	A, I
<b>KNOWLEDGE/QUALIFICATIONS</b>	
Ecology degree, Level 4 or equivalent level of knowledge through experience	A
Excellent technical knowledge – including survey techniques	I
Good knowledge of project and contract management processes and techniques	I
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.)	I
Good working knowledge of Health and Safety in relation to ecology contract delivery, including RAMS	I
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# PERSON SPECIFICATION

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CRITERIA	STAGE CRITERIA IS ASSESSED
<b>KNOWLEDGE/QUALIFICATIONS CONT.</b>	
Full driving licence	A
A good working knowledge of Microsoft Word, Excel, PowerPoint, QGIS	A
<b>SKILLS</b>	
Excellent level of proficiency in practical ecology skills, with a willingness to continue to develop professionally	I
Experienced team leader with good interpersonal and communication skills and the ability to support and mentor staff, volunteers and trainees	I
Ability to price services to ensure competitiveness and cost effectiveness	I
Ability to suggest sound alternative solutions to a client's requirements, to better meet their aims and those of Wildscapes/ SRWT	I
Excellent written skills for the purposes of compiling quote and tender submissions	A, I
<b>PERSONAL QUALITIES</b>	
Entrepreneurial outlook and drive, passion for nature and ecology	I
Reliable, pragmatic and professional approach to work	A
Highly motivated and enthusiastic with an ability to enthuse and motivate others	I
Ability to organise, manage and prioritise work, without supervision, in order to meet tight deadlines and deliver well-planned work schedules	I
Ability to liaise effectively and build good working relationships with a wide variety of individuals and organisations	I
A commitment to the work of the Wildlife Trust and the contribution that Wildscapes makes to this work	A/I





# PERSON SPECIFICATION

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DESIRABLE CRITERIA	STAGE CRITERIA IS ASSESSED
Experience of Biodiversity Net Gain and use of the Defra metric	A, I
A full or chartered member of the Chartered Institute of Ecology and Environmental Management (CIEEM), (or eligible if not currently held)	A, I
Natural England Class 2 bat licence holder	A, I
Other certifications and registrations eg BREEAM, low impact licences (bats, badgers, newts)	
NPTC units 203 (CS38) and unit 204 (CS39) roped access trained	A, I
First Aid at Work certificate or equivalent	



# DETAILS OF EMPLOYMENT

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**Salary:** Department manager £37,287.17 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% employer 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:** This role is offered with the choice of 0.8 or 1 FTE (full time equivalent). These options will be discussed with the successful candidate. A full time working week is 37.5 hours, exclusive of lunch breaks. The post may involve some evening and weekend work for which time off in lieu can be taken. Flexi-time is also available.

**Location:** Sheffield & Rotherham Wildlife Trust, Victoria Hall, 37 Stafford Road, Sheffield, S2 2SF. Staff have the opportunity to blended working combining home, site and office working. However it is expected that the post holder will visit other premises and project sites throughout South Yorkshire

**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.

