



**Sheffield &
Rotherham**
Wildlife Trust

APPLICANT PACK: Senior BNG Consultant

April / 2024



ABOUT SHEFFIELD & ROTHERHAM WILDLIFE TRUST

Sheffield & Rotherham Wildlife Trust is an independent, local, environmental charity governed by a Board of Trustees drawn from our local community. We are one of 46 Wildlife Trusts working across the UK for nature and people.

We are working towards an exciting and ambitious Strategy2030 which is summarised below:

Our Vision

Throughout Sheffield & Rotherham, from our streets & neighbourhoods to the wider countryside, there will be an abundance of nature that is protected, cared for and experienced by everyone.

Our Ambitions

1. 30% of land and water is great for nature by 2030 and an abundance of wildlife everywhere
2. 1 in 4 people taking action for nature
3. 5 minutes to nature for everyone

Our Teams protect important wildlife, habitats and green spaces that matter to local people. We directly manage 15 Nature Reserves, thanks to our many volunteers and dedicated staff, 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. Working with our local communities is central to what we do with the aim to Connect People to Nature. Projects such as Nextdoor Nature empowers people to take action for nature. Our Outdoor Learning team provides opportunities for children and young people of all ages and abilities to enjoy and appreciate nature. For older, vulnerable, and isolated adults our Wild@Heart nature programme provides dedicated activities to enjoy nature and nature's benefits.

Recent projects to create a Network for Nature 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 are working with others to ensure that tree planting and woodland creation is coordinated through The South Yorkshire Woodland Partnership.

We also Take Action For Nature And Wildlife supporting groups and working with local people to campaign on issues that threaten our natural environment and local wildlife. Recent campaigns include Owlthorpe Fields which faced the threat of development, but part of which was saved and designated as a Local Wildlife Site. Work is also taking place with local groups such as the Sheffield Swift Network which helps to address the decline in swift populations.

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 reinvested back into the Trust's charitable activities - into our Nature Reserves, wildlife and habitat conservation, community engagement and campaign work.

ABOUT THE ROLE

[Wildscapes](#) is a registered Community Interest Company, established in 2007 and owned by the Sheffield & Rotherham Wildlife Trust. All of Wildscapes profits are reinvested back into the charitable work of our parent company, creating a better future for wildlife, people and the green spaces we all love within Sheffield and Rotherham.

This role is part of the Wildscapes ecology team and works across a range of sectors, providing ecological surveys, assessments and mitigation solutions to meet client needs. The Senior BNG Consultant will draw upon land management, monitoring, planning and ecological expertise from across the organisation, to deliver and expand Wildscapes [Biodiversity Net Gain \(BNG\) services](#).



JOB DESCRIPTION

JOB TITLE:	Senior BNG Consultant
JOB NUMBER:	WSSBNGC0424
RESPONSIBLE TO:	Wildscapes BNG Development Officer / Wildscapes Principal Ecologist
RESPONSIBLE FOR:	n/a

OVERALL PURPOSE

Wildscapes are currently in the process of expanding their Biodiversity Net Gain (BNG) services and this role will therefore be pivotal in this development. BNG services at Wildscapes are currently overseen by our BNG Officer, but to support this expansion, Wildscapes have recognised the need to create a dedicated post for a Senior BNG Consultant in order to help deliver our BNG services.

An ecology focused BNG consultant will enable Wildscapes to expand their BNG expertise and services and to respond to the demands of mandatory BNG.

This role will support the BNG Development Officer in delivering and developing the BNG Hub and to assist in the delivery of all aspects of the BNG Hub.

MAIN DUTIES

- Primarily responsible for conducting BNG baseline assessments.
 - Conducting BNG assessments and ecological surveys to identify biodiversity and habitat types on sites and their BNG potential (both offsetting sites and development sites)
 - carrying out BNG metric calculations
 - Preparation of BNG reports for both offsetting sites and development sites
 - Working on both Trust owned and managed land and on other landowners land



- Biodiversity Planning
 - Develop BNG plans and strategies for a wide range of projects. Collaboration with project teams, clients and relevant stakeholders to develop most effective plans
 - Development of Habitat Management and Monitoring Plans for BNG sites
- Assist the BNG Development Officer in implementing and developing the BNG Hub
- Undertake BNG fieldwork, including site surveys and monitoring
- Adopt a key role in BNG project such as in producing BNG assessment reports, habitat management and monitoring plans and BNG strategy plans for a wide range of projects
- Offer vital support on land management advice, habitat restoration advice, development of Habitat Management and Monitoring Plans

Additional Requirements

- Assist the ecology team with other project work where necessary/required

General Duties

- Undertake any other duties, as requested by the Chief Executive, in line with the level and nature of the post and the aims of the Sheffield & Rotherham Wildlife Trust.
- Work to promote the Trust's Charitable Objectives, Strategy, policies and procedures, including the Trust's culture statement.
- Where appropriate, promote membership of the Trust and the wider services offered by Wildscapes.
- Present a professional image of the Trust at all times.



PERSON SPECIFICATION

CRITERIA	ESSENTIAL (E) or DESIRABLE (D)	STAGE CRITERIA IS ASSESSED
Experienced ecology professional with a specialisation in BNG, demonstrable expertise in BNG (minimum of 2 seasons)	E	A/I
Experience (minimum 5 seasons) of ecological survey and assessment across a broad range of habitats and protected species.	E	A/I
Experience of nature conservation advisory work and habitat evaluation using UKhab Classification	E	A/I
Experience of MorPh applications	D	A
Experience liaising with clients and landowners	E	A/I
Experience of sourcing and interpretation of ecological data	E	A/I
Experience of working on BNG projects with uplift and mitigation design	E	A/I
Experience in costing up work and tendering for contracts	E	A/I
KNOWLEDGE & QUALIFICATIONS		
A good degree and preferably post graduate qualification(s) in ecology or a related science	E	A
A very good understanding of the constantly changing elements of BNG, including: the underpinning legislative and policy drivers	E	A/I
Excellent knowledge of habitats and species, specifically those in the Yorkshire and Derbyshire region	E	A/I
CIEEM Full Membership	D	A
Field Identification Skills Certificate (FISC) Level 3 - 4	E	A



Good understanding of and experience in using Natural England's BNG metric tool to establish baseline habitat condition and potential for biodiversity uplift	E	A/I
A good understanding of conservation land management techniques and constraints in a variety of habitats	E	A/I
Excellent understanding of health and safety within the conservation sector.	E	A/I
SKILLS		
Skilled in the use of IT applications including MS and Google.	E	A
Good species identification skills	E	A/I
Excellent interpersonal and communication skills	E	I
Time management, organisation and project management	E	A/I
Skilled in Geographic Information Systems (GIS)	E	A/I
Accurate report writing with attention for detail	E	A/I
PERSONAL QUALITIES		
High level of enthusiasm, self motivation and self-discipline	E	I
Ability to work without close supervision, work individually or as part of a team	E	A/I
Commitment to nature conservation and equal opportunities	E	I
Flexible and positive outlook with a solution led focus.	E	I



DETAILS OF EMPLOYMENT

Salary: £32,260.87 per annum, (Grade SPO)

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, exclusive of lunch breaks. The post may involve some evening and weekend work for which time off in lieu can be taken. 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 blend 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.



WORKING FOR SRWT

The Trust has a suite of policies and procedures that are designed to provide a framework for how we work and support our staff. The following are particular areas that we have given focus to under our current strategy.

CARBON REDUCTION

The reality and threat of climate change is sadly increasing year on year. Alongside our work to tackle the nature emergency in Sheffield & Rotherham, we are also working to help tackle the climate emergency.

We are doing this through our strategic work, by delivering nature-based solutions that can help lock up carbon and manage flood risk for example. But in addition to that, we are reviewing our day to day operations to seek opportunities to reduce our own carbon footprint wherever we can. Our strategic ambition is to be zero carbon by 2030 and are currently working to an action plan to help us identify and prioritise where we can reduce our carbon emissions before then turning our focus on how we can offset emissions and use our extensive knowledge & experience of working to protect nature, to implement nature-based solutions that lead to carbon sequestration.

EQUALITY, DIVERSITY & INCLUSION

We believe that equality, diversity and inclusion is an essential part of what we do and how we achieve our vision for wildlife. Our workforce, volunteers, and the communities we work with deserve equality of opportunity, benefit from embracing diversity and thrive in an inclusive environment.

The Trust is committed to providing equality of opportunity, addressing lack of diversity and creating an environment that promotes inclusivity. We do not tolerate discrimination, harassment and bullying and aim to provide a working environment where opportunities for recruitment or progression are based solely on merit.

SAFEGUARDING

Sheffield and Rotherham Wildlife Trust is deeply committed to safeguarding and promoting the welfare of all children, young people and adults involved in our work across the Trust.

The Trust delivers a range of activities for children, young people and adults that includes some risk of harm. We come into contact with many people as we undertake our day to day work right across the Trust - from responding to customer enquiries, recruiting members, helping the public on site, delivering activities or supporting a placement student or volunteer. In view of this our safeguarding policy & procedures form a thread across all staff and teams from recruitment to the day to day work we carry out.

Our Safeguarding Group plays an important role in leading our safeguarding activity and all staff carry responsibility in their work. We apply to the Disclosure & Barring Service for an appropriate level of disclosure, and also seek references for successful candidates. All staff take part in a safeguarding induction and identified roles undertake more specific safeguarding training.

