



Somerset
Wildlife Trust



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Consultancy



Wilder Somerset

2030



More space for nature where wildlife thrives
with more people on nature's side



Job description:
SWTC Ecologist

About Somerset Wildlife Trust

Somerset Wildlife Trust is a local independent charity with a commercial subsidiary. We are the only organisation uniquely focused on improving the natural environment of Somerset for the benefit of wildlife and people. We protect, and lead the recovery of Somerset's stunning, diverse, and important natural environment, making the case for nature to the public and politicians.

Somerset Wildlife Trust is one of 46 Wildlife Trusts, and one of 25 Wildlife Trust Consultancies across Britain which together with the *Royal Society of Wildlife Trusts* collectively form *The Wildlife Trusts*. We are the biggest movement in the UK working solely for nature and we believe that restoring nature on a landscape scale is essential for tackling climate change and biodiversity loss.

The climate and ecological crises require comprehensive, ambitious solutions and urgent action across all sections of society. The crises are also inexorably linked so it is vital that our new strategy, '[Wilder Somerset 2030](#)' is delivered with both at its core. We recognise that people are part of the solution and everyone has a role to play in restoring nature and averting the worst of the climate change. Research suggests that if 1 in 4 people in society take action then social tipping points can be achieved and widespread positive change can happen. This underpins one of our key strategic goals and Team Wilder is our delivery approach to inspiring and empowering others to help nature recover.

Our New Vision

To deliver a Somerset wide nature recovery network creating more space for wildlife, benefiting everyone, and playing its part in helping us reverse biodiversity loss and tackle the climate crisis.

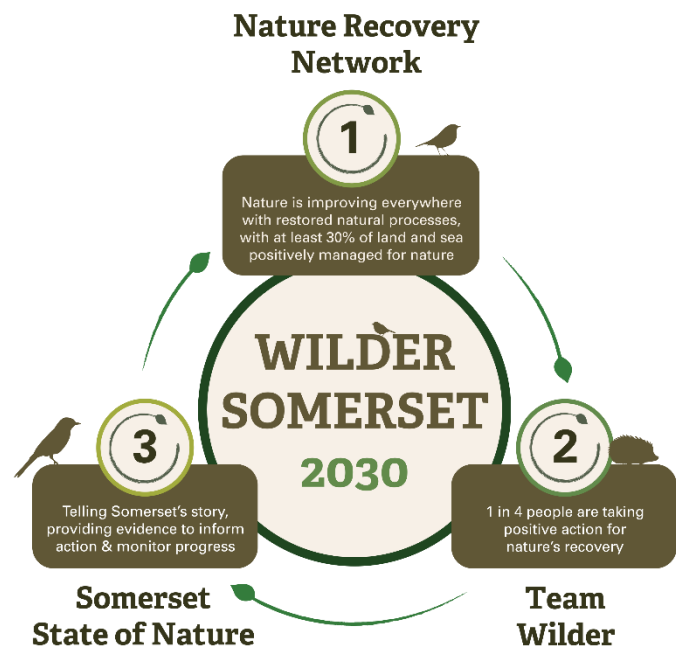
Our New Mission

To champion the change needed to rebalance our relationship with wildlife and the natural world.

Our Goals for 2030:

To ensure that nature is improving across the county, supported by restored natural processes, and is connected and protected through a Nature Recovery Network, with at least 30% of land and sea managed positively for nature.

For nature to be valued and protected by everyone, building a movement with at least 1 in 4 people taking action for nature's recovery across Somerset. By 2030 to tell the story of nature's recovery in Somerset through a shared, live online State of Nature tool that monitors progress and informs action.



About the post

The Ecologist is responsible for delivering a range of ecological consultancy services for a variety of projects across the UK. The position involves undertaking ecological desk studies and habitat and protected species surveys, advising clients, acting as an ecological clerk of works and preparing high-quality technical documents. The role entails working in collaboration with clients, contractors, statutory agents and complementary disciplines.

Job Title	SWTC Ecologist
Grade	Banding Level 3
Reports to	Line Manager
Team	Somerset Wildlife Trust Consultancy
Responsible for	Project delivery.
Job purpose	Project delivery, team management and business development.
Position	Permanent, full-time (37.5hrs per week).
Notice period	3 months
Location	Callow Rock Offices, Shipham Road, Cheddar, Somerset, BS27 3DQ / home working
Working relationships	Internal: All staff and trustees
	External: Clients, suppliers and contractors
Benefits of working for Somerset Wildlife Trust	<p>We offer some fantastic benefits including:</p> <ul style="list-style-type: none">• 7% employer pension contribution• Life assurance• Annual professional institution subscription if applicable• Payment of relevant licenses and tickets• Flexible and agile working• Wellbeing support – Employee Assistance Program, wellbeing champions• Diversity networks through RSWT/TWT• Paid volunteer days• Continuous Professional Development opportunities• 33 days of holiday (25 + bank holidays)• Staff social calendar and events <p>The opportunity to make a real and positive difference to nature, communities and the climate</p>

Job Description – Key Responsibilities and Tasks

Responsibility 1: Project Delivery

- Manage small to medium scale projects which require pragmatic and bespoke habitat and species services to enable the best possible outcomes for the client and wildlife.
- Plan the delivery of services by staff and sub-contractors and assist with the identification and resolution of resource limitations wherever possible to enable successful task completion.
- Work with colleagues to develop and refine existing and new services which meet the changing needs of clients and exceed industry standards.
- Assist with land management projects by acting as an ecological clerk of works and undertaking land management tasks.

Responsibility 2: Team Management

- May line manage an individual or small team of assistant ecologists.
- Provide leadership to colleagues in area of specialism.

Responsibility 3: Business Development

- Promote ecological services to new and existing clients via creation of appropriate content (e.g. LinkedIn, X, website).
- Maintain and build relationships with existing and new clients and seek opportunities to expand partnerships which contribute to financial and Wilder Somerset targets.

General

- Continually develop skills and expertise which will improve the delivery of ecological services.
- Adhere to SWTC's systems and procedures (e.g. timesheets, outlook calendar systems, file conventions).
- Comply with Somerset Wildlife Trust's policies and procedures.
- Carry out other duties relevant to the post as requested by more senior staff within SWTC and also within SWT given line manager approval.
- Reflect Somerset Wildlife Trust's values in all areas of work.
- Work collaboratively with other Wildlife Trusts to share learning and achieve greater impact collectively.

PERSON SPECIFICATION		
To succeed in this role you will need to demonstrate:		
	<i>Essentials</i>	<i>Desirables</i>
Qualifications	Qualifying member of the Chartered Institute of Ecology and Environmental Management or eligible for application. Educated to degree level or equivalent in a relevant discipline. Full driving licence and ownership of a personal vehicle.	Associate member of the Chartered Institute of Ecology and Environmental Management Outdoor First Aid. Fit for work certified. CSCS card holder

	Survey licence for at least one protected species (e.g. bats, dormice and great crested newts) or eligible for application and a willingness to obtain further licences.	
Experience	<p>A minimum of 2 years professional experience in a related role within an ecological consultancy (or similar).</p> <p>Demonstrable commercial experience, with a determination to deliver high quality, timely and cost-effective services.</p> <p>Ecological consultancy experience managing projects involving the delivery of ecological services.</p> <p>Ecological consultancy experience completing habitat and/or species surveys.</p> <p>Experience of undertaking ecological clerk of works and supervising contractor gangs while undertaking sensitive habitat works.</p>	<p>Client service experience including communication with clients via telephone, email and in person.</p> <p>Ability to deliver BREEAM, Biodiversity Benchmark, Building with Nature and/or Carbon Code assessments.</p> <p>Ability to offer specialist services such as drone or acoustic surveys.</p> <p>Ability to offer specialist advice in a related discipline such as landscape or freshwater.</p> <p>Experience acting as the named ecologist or accredited agent on mitigation licences.</p>
Knowledge	<p>Detailed understanding of current best practice survey guidance for habitats (including BNG) and/or species.</p> <p>Knowledge of planning systems and policies at a national and local level.</p> <p>Awareness of environmental and biodiversity issues.</p> <p>Excellent species identification and impact assessment skills.</p> <p>Strong awareness of protected species licensing requirements and systems.</p>	<p>In depth knowledge of related specialisms such as BREEAM and arboriculture.</p> <p>A robust understanding of habitat and/or species mitigation guidelines.</p>
Skills	<p>Excellent communication skills; judging the frequency and method most appropriate to the situation and audience.</p> <p>Highly competent in the use of Microsoft Office programs such as Word and Excel.</p> <p>Competent in using more specialist software such as GIS (preferably ArcGIS Pro).</p> <p>Ability to problem solve by proposing potential solutions rather than only highlighting issues.</p> <p>Strong organizational skills and ability to prioritise work to achieve deadlines.</p>	<p>Proven ability to manage personal time according to a fixed budget.</p> <p>Competent using more specialist software such as Kaleidoscope Sound Analysis Software.</p>
Attributes	Willingness and ability to undertake practical manual tasks outdoors in safe weather conditions and/or	An interest in the commercial aspects of the business including sales and marketing.

	<p>during anti-social hours as part of a team and where appropriate individually.</p> <p>Committed to the delivery of outstanding client service.</p> <p>Acute attention to detail being able to execute all tasks accurately.</p> <p>Capacity and ability to sustain and succeed in a demanding post involving managing different priorities.</p> <p>Able to follow specified systems and processes but also, where required, be willing to suggest system improvements.</p> <p>Commitment to the highest levels of integrity, honesty and good governance.</p> <p>Self-motivating and able to work on own initiative and be flexible to enable project delivery.</p> <p>Exemplary professional conduct</p> <p>Exemplary office conduct</p> <p>Positive and approachable demeanor.</p> <p>Determination to complete work which is of a very high standard within required timescales.</p> <p>Eligibility to work in the UK without sponsorship.</p>	<p>Ability to occasionally work away from home for short periods of time.</p>
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SOMERSET WILDLIFE TRUST'S WORKING VALUES AND EXPECTATIONS

Developing Somerset Wildlife Trust

To deliver our Wilder Somerset 2030 plan we, Somerset Wildlife Trust, will need to build our charity, be clear in our priorities and ensure our own actions support our aims. We have a new set of Values that will inform all our decision-making and actions to bring about nature's recovery across Somerset.

- We are passionate about nature.
- We believe everyone can contribute to nature's recovery.
- We love Somerset - its amazing wildlife and its communities.
- We are confident and brave in standing up for nature.
- We encourage innovative thinking and action for nature's recovery.

To deliver our strategy we will:

- Support, inspire and enable others to act while leading by example.
- Develop a Climate and Environment Strategy that delivers on our own environmental commitments within the Trust covering all areas of our operation and land use including procurement, utilities, facilities, and transport to achieve carbon neutrality by 2030.
- Use our resources efficiently and effectively, harnessing the diversity, talent and commitment of our staff and supporters.
- Expand our supporter base and sources of income, including through embracing new opportunities to generate income streams that are compatible with our strategic goals and maintain financial stability.
- Embrace new ways to grow our impact and reach, with a particular focus on expanding our digital knowledge and experience.

