



Joining the Suffolk Wildlife Trust team

Thank you for your interest in bringing your energy, expertise and experience to Suffolk Wildlife Trust.

Suffolk Wildlife Trust is an inspiring and impactful organisation with a compelling vision for our county:

A wilder Suffolk where nature is thriving and abundant, because everyone is doing more to help.

Every member of the team has a direct role to play in our mission to

Bring nature back.

In the decade to 2030 we are committed to scaling up our activities across the county to bring nature back to Suffolk.

Our aim is for 30% of our county to be connected and well looked after for nature by 2030, so that our species and habitats can recover and thrive - and for 1 in 4 people to be actively helping to achieve this.



Wilder Ecology

Wilder Ecology

Wilder Ecology is a member of the Wildlife Trust Consultancies – a network of 24 local consultancies that are affiliated to Wildlife Trusts around the country, sharing expertise, training and knowledge, and partnering to work on major and national projects. We provide professional consultancy services and advice to local councils, planning authorities, private businesses and landowners enabling them to positively impact wildlife in their projects and developments. All our profits are gifted back to Suffolk Wildlife Trust to enable their charitable conservation work across the county.

The position of Ecologist/Senior Ecologist sits in the Wilder Ecology team. This is an exciting opportunity for a highly skilled and motivated person to join our growing team of ecological consultants, to contribute to delivery of the Trust's aim of 30% of the county being connected and well-looked after by 2030.

We are recruiting for one position: You will be either an experienced ecologist looking to make that step up to Senior Ecologist level, or a Senior Ecologist looking for a new challenge in a rapidly growing and busy consultancy. You will receive guidance and training where applicable to assist you in your professional development.

How we work

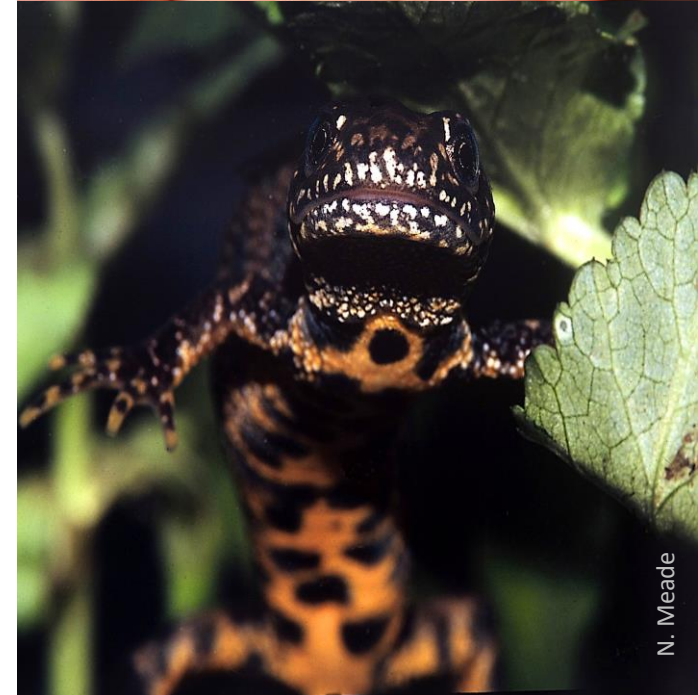
The detail in this pack explains the core purpose of your role with the Trust. What is equally important is how you do it. Suffolk Wildlife Trust is an ambitious organisation that seeks to learn from experience and embraces new ideas.

We are driven by our shared passion for nature and support each other to be the best we can. We constantly strive to communicate and collaborate brilliantly, representing the Trust in a friendly, professional, and well-informed manner.

We are a digitally enabled organisation and embrace digital technologies and innovations to support, streamline and increase the Trust's activity & impact.



D. Boulton



N. Meade

Wilder Ecology

A Professional Ecological Consultancy

As a CIEEM registered practice, our clients call upon us to give advice on a wide range of ecological issues. This could range from how a planning proposal will affect the immediate environment, to relocating wildlife in a particular area. The work is extremely varied involving combinations of field work, surveys of flora and fauna, liaising with clients and landowners, and report writing.

As a consultant ecologist, you will use all your skills in this rewarding and challenging role, where no two days are the same. As varied as the work is, you will also have the opportunity to develop niche skills such as working with species such as bats, water voles or dormice.

Example projects include

- Wildlife audits on county wildlife sites
- Management plans for reserves and local wildlife hotspots
- Badger, bat, dormouse, water vole and reptile mitigation
- Rapid grassland assessments
- MoRPh surveys
- Hedgerow surveys
- Ecological baseline surveys
- Peat Mapping – soil and vegetation surveys



Role description – Ecologist

As an Ecologist you will have experience of surveying. You may already hold associate CIEEM membership and may have a current CSCS card. You will have excellent communication skills and a professional and confidential approach to working with a variety of clients. You will demonstrate willingness to learn by asking questions and be an enthusiastic team member.

The nature of the work includes ecological audits, extended Phase 1 and protected species surveys, UK Habitat Classification assessments, Biodiversity Net Gain assessments, specialist ecological surveys and management plans.

Key responsibilities

- Undertake a range of habitat surveys from small sites to landscape scale projects in accordance with relevant legislation, guidelines and best practice standards;
- Produce high-quality reports, including Preliminary Ecological Appraisals, Ecological Impact Assessments, mitigation strategies and habitat management plans;
- Carry out accurate UK Habitat Assessments with condition assessments for the Statutory Defra Metric calculations and make recommendations for feasible uplift;
- Complete protected species surveys including bats, dormice, water voles, badgers, reptiles, amphibians and more;
- Utilise GIS mapping in the field and office to create high quality maps;
- Facilitate species mitigation work where required;
- Support more junior staff members in the field where required.



Salary: £ 27,600 per annum,
fixed term, full time.
Reviewed at 6 months



Reports to:
Consultancy manager



Hours: 37.5 Hours per week, with
occasional out of hours work
(rewarded with TOIL)



Potential line management
responsibilities



Hybrid working:
a mixture of office, home-working
& field work

Role description – Senior Ecologist

As a Senior Ecologist, you will have 3 years' experience of working in the field. You will hold associate or full CIEEM membership and may have a current CSCS card. You will have excellent communication skills and a professional and confidential approach to working with a variety of clients.

You will be able to work independently under your own initiative but also as a collaborative team member. You will be expected to manage your own case work, supported where necessary by the consultancy manager and other senior ecologist. Due to the nature of the work, you understand the need to be flexible to working in a changing environment, with a willingness to complete some out of hours survey work for which time-off-in-lieu (TOIL) can be awarded.

Key Responsibilities include:

Ecological surveying and report writing

- Undertake a range of habitat surveys from small sites to landscape scale projects in accordance with relevant legislation, guidelines and best practice standards;
- Produce high-quality ecological reports, including PEA's, EclA's, HRA's, HMMP's, mitigation strategies and habitat management plans;
- Carry out accurate UK Habitat Assessments and condition assessments for the Statutory Defra Metric calculations and make recommendations for feasible uplift;
- Complete protected species surveys including bats, dormice, water voles, badgers, reptiles, amphibians and more;
- Utilise GIS mapping in the field and office to create high quality maps;
- Manage species mitigation work where required;
- Support junior staff members in the field where required.



Salary: £ 34,100 per annum,
fixed term, full time.
Reviewed at 6 months



Reports to:
Consultancy manager



Hours: 37.5 Hours per week, with
occasional out of hours work
(rewarded with TOIL)



Line management responsibilities



Hybrid working:
a mixture of office, home-working
& field work

Role description – Senior Ecologist (*continued*)

Project and line management

- Manage projects effectively, ensuring deadlines are met and work is delivered to a high standard;
- Line manage ecologists/assistant ecologists where appropriate;
- Support the Consultancy Manager with larger, more complex ecological projects;
- Assist Consultancy Manager and other senior staff with recruitment, induction, training and professional development of staff;
- Proof reading reports and tenders.

Enhance the profitability of the established consultancy work

- Responsible for small and medium sized tender writing;
- Cost up projects and evaluate work within profit margins;
- Seek opportunities to expand consultancy into new areas;
- Expand ecological knowledge to provide source of expertise.





Skills & attributes we are looking for

EXPERIENCE

Essential

- Relevant degree or postgraduate degree with strong academic record.
- CIEEM membership. *
- Experience of GIS mapping and writing technical reports.
- Experience using UK Habitat Classification & Statutory DEFRA Metric.
- 3 years Ecological survey experience*.
- Proven experience in UK botanical and faunal identification.

Desirable

- Experience as named ecologist on mitigation licences.*
- Hold or working towards Level 2 Bat licence, or other EPS survey licence holder.*
- Survey work in an ecological consultancy setting.
- Current CSCS card.

SKILLS

Essential

- Good inter-personal, communication and networking skills.
- Confident, with ability to put forward case for wildlife protection when under pressure.
- A self-starter, with an ability to work independently.
- Organised and good time-management.
- Proactive contributions to regular team meetings.
- Good formal writing style.
- Full driving licence with access to a car for work purposes.

Desirable

- Leadership skills *
- Proof reading *

KNOWLEDGE

Essential

- A solid background of habitat knowledge and understanding of habitat creation and management.
- Broad understanding of UK Wildlife Legislation.
- Knowledge of safe working practices.
- Excellent general ecological and natural history knowledge.

Desirable

- Specialist knowledge of Suffolk's conservation priority species.

BEHAVIOURS

Essential

- Self-motivated, self-reliant, and capable.
- Enthusiastic team player.
- Personable, polite, and engaging demeanor with the public, clients and stakeholders.
- Always takes pride in professional conduct, representing SWT in the best light.
- Practical approach to problems with an ability to problem solve.
- Commitment to environmental issues and a passion for wildlife.
- A willingness to learn and to ask for specialist skills.

* as a Senior Ecologist

What we offer

Pay

Salary of £27,600 - £34,100 pa dependent on experience, with a salary review after 6 months.

Pension

To help you plan for your future, all employees are auto-enrolled onto our pension scheme, after a 3-month deferment period, with a 9% pension contribution with no mandatory employee contribution.

Holidays

You will receive 25 days annual leave plus 8 bank holiday days (rising annually to 30 + 8 over your first 5 years) PLUS a Birthday bonus - your special day off to celebrate as you wish.

Flexible working

This is advertised as a full-time permanent role (37.5 hours p/w) based at Brooke House, Ashbocking, Ipswich IP6 9JY. However, this is with a balance of home working. The nature of this role means that you will also work on-site across some of the most beautiful locations in the county. Occasionally you will be required to work longer or out of hours, for which you will be granted Time Off In Lieu (TOIL).

Health and Wellbeing

All employees have access to a dedicated 24-hour Employee Assistance Programme for you and your household, offering free advice and support. You will have free life insurance to give you a little reassurance. You will also be entitled to discounts in high street retail outlets and 10% staff discount in our cafes and shops. We also strive to create a kind and supportive team with our Mental Health awareness and Mental Health champions.

Learning and development

We will support you in your professional development with funded CPD alongside in-house training. You will have funded CIEEM membership and assistance in progression. There are great staff engagement and social events throughout the year. By working for the Suffolk Wildlife Trust, you are joining a passionate organisation dedicated to improving our natural world.



Next steps

Thank you for your interest in Suffolk Wildlife Trust.

Your application should consist of a summary of relevant experience (e.g. CV) detailing your academic achievements, employment history and any other qualifications with a covering letter addressing the following points:

1. Why you would like to join Suffolk Wildlife Trust.
2. The position you are applying for (i.e.; ecologist or senior ecologist)
3. An outline of how your experience, knowledge and skills meet the requirements of the role. We value lived experiences as well as professional qualifications.

Prior to applying, you are welcome to discuss your application informally. Please email recruitment@suffolkwildlifetrust.org if you would like to arrange this.

Closing date for applications: **Friday 31st May 2024** however we are reviewing applications upon receipt.

Please email your application to: recruitment@suffolkwildlifetrust.org

Preferred candidates will be invited for an interview and further discussion about the role. Interviews to commence the week of **10th June 2024**.

