Suffolk Wildlife Trust

Wilder Ecology

Part of SWT Trading Ltd



Ecologist

Closing date for applications
Monday 07 December 2026 at 9:00am

Starting salary
Up to £32,747.40 depending on skills, knowledge & experience

About Wilder Ecology Consultancy

Wilder Ecology is the ecological consultancy of Suffolk Wildlife Trust, bringing together professional ecological expertise with a shared ambition to achieve better outcomes for nature. Our ecologists deliver a comprehensive range of consultancy services, from habitat assessments and protected species surveys to ecological impact assessments, Biodiversity Net Gain (BNG), mitigation and habitat management planning.

We combine expert advice with practical solutions, helping our clients meet their ecological and planning requirements while protecting, enhancing and creating opportunities for nature.

We work to recognised professional and ecological standards, supporting clients to navigate their environmental responsibilities and achieve positive outcomes for wildlife.

Being part of Wilder Ecology also means contributing to something bigger. All profits are passed to Suffolk Wildlife Trust, so the commercial work we undertake directly supports the Trust's wider conservation and nature recovery work.

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CIEEM REGISTERED PRACTICE 2026-2027
ISO 9001 QUALITY MANAGEMENT
ISO 14001 ENVIRONMENTAL MANAGEMENT
ISO 45001 HEALTH & SAFETY MANAGEMENT

The Ecologist Opportunity

This is an exciting opportunity for an experienced Ecologist to join Wilder Ecology, the professional ecological consultancy arm of SWT Trading Ltd, a subsidiary of Suffolk Wildlife Trust. You'll deliver specialist ecological consultancy across Suffolk and beyond, while contributing to work with a genuine purpose. All profits from Wilder Ecology support Suffolk Wildlife Trust's conservation and wildlife recovery work.

As our Ecologist, you'll independently deliver work across a varied portfolio of projects, undertaking habitat and protected species surveys, producing ecological reports and mapping, contributing to Biodiversity Net Gain (BNG) assessments and providing practical mitigation and habitat enhancement advice. You'll also contribute to larger projects alongside Senior Ecologists, providing opportunities to further develop your technical expertise.

You'll undertake habitat and protected species surveys, including work relating to bats, dormice, water voles, badgers, reptiles and amphibians. You'll carry out UK Habitat Classification and condition assessments, complete BNG calculations using the Defra Statutory Metric, and produce reports including PEAs, EcIAs, mitigation strategies and habitat management plans.



Wilder Ecology Manager: Jo Green

Credit: Jesse Walker

You'll manage small projects and work packages, balancing deadlines, budgets, quality and client expectations. You'll build positive client relationships, contribute to quotations and project delivery, and have opportunities to lead small survey teams and support Assistant Ecologists and seasonal colleagues.

You'll have a relevant degree or postgraduate qualification, Associate (or full) membership of CIEEM and ecological consultancy experience, alongside a good understanding of UK wildlife legislation, habitats and habitat management. You'll bring good botanical and faunal identification skills, with experience of UK Habitat Classification, the Statutory Defra Metric, ecological reporting, GIS mapping, species mitigation and Ecological Clerk of Works activities.

You'll be organised, self-motivated and confident working independently and collaboratively, with strong communication skills and a practical, solutions-focused approach. Most importantly, you'll share our passion for wildlife and commitment to high professional standards and be keen to continue developing your ecological expertise.



Credit: Jesse Walker


Great Crested Newt

About Suffolk Wildlife Trust

We are Suffolk's nature charity and the only organisation dedicated solely to safeguarding the county's wildlife and natural environment. Founded in 1961, we work to protect and restore nature, inspire people to connect with the natural world and create a healthier, more sustainable future for wildlife and communities across Suffolk.

As part of the UK-wide network of Wildlife Trusts, Suffolk Wildlife Trust manages and protects a wide range of important habitats, including wetlands, woodlands, heathlands, grasslands and coastal environments. There are around 50 nature reserves across the county we manage, providing vital wild spaces for wildlife while creating opportunities for people to experience and enjoy nature.

The Trust's work extends beyond nature reserves through conservation projects, education and engagement programmes, species recovery initiatives, environmental advocacy and partnerships with landowners, businesses, schools, local authorities and communities.

We are supported by members, volunteers, donors and staff and committed to creating a wilder Suffolk where nature is recovering, biodiversity is thriving and everyone has the opportunity to value and take action for the natural world.



Credit: Paul Holness

Suffolk Wildlife Trust's Mission & Vision

Suffolk Wildlife Trust is the county's nature charity, protecting and restoring Suffolk's wildlife.

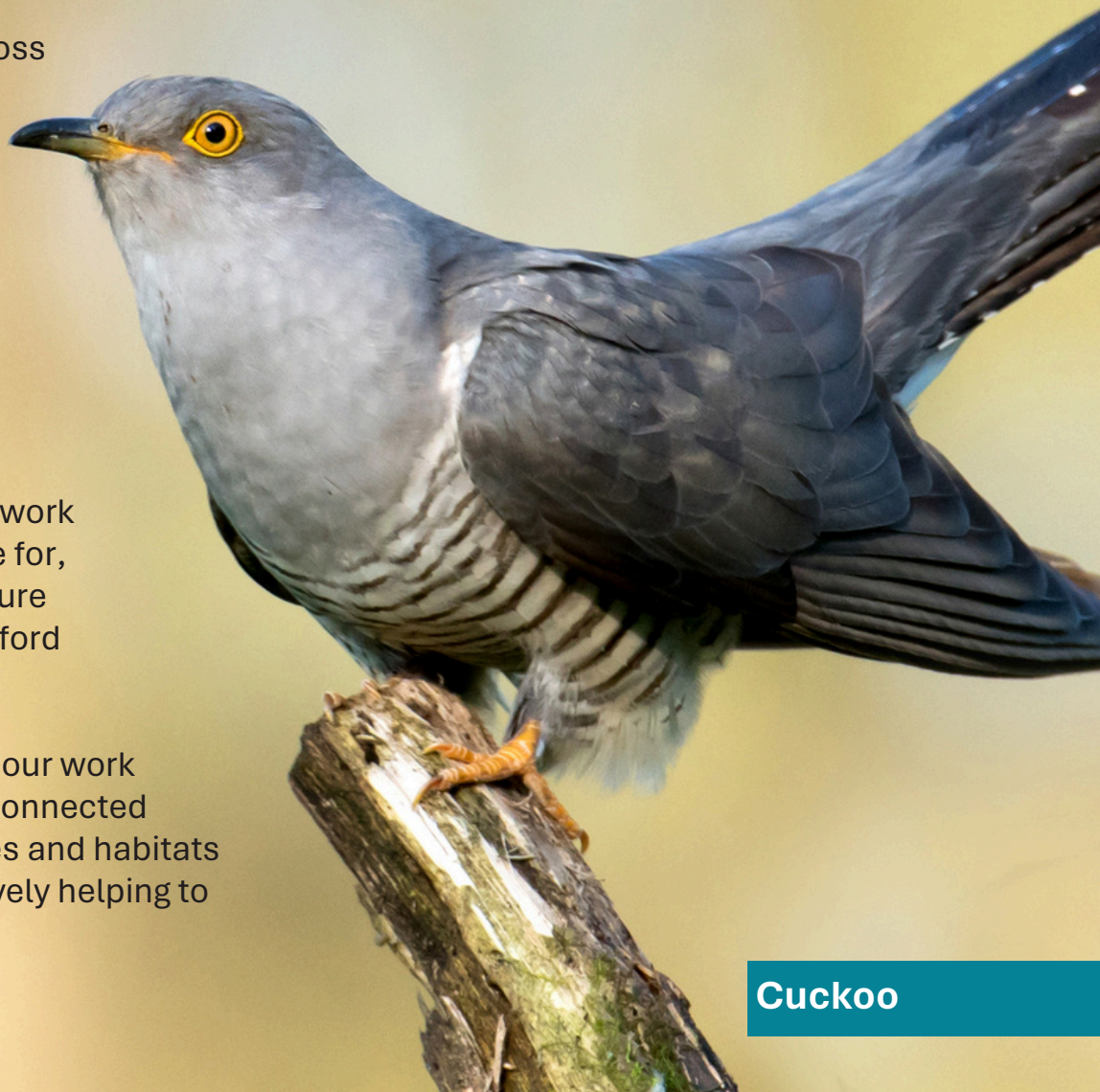
Founded in 1961, we have led conservation efforts across Suffolk for more than 60 years, safeguarding some of the county's most important wildlife areas as nature reserves.

Our Mission: Bringing Nature Back to Suffolk

Our Vision: A wilder Suffolk, where nature is thriving and abundant, because everyone is united in valuing nature and doing more to help.

As a grassroots organisation, we deliver our ambitious work by inspiring people & empowering communities to care for, and act for, nature. Alongside this, we manage 50+ nature reserves & two visitor centres (Carlton Marshes & Lackford Lakes) and we advocate for wildlife across the county.

In the decade to 2030, we are committed to scaling up our work across the county. Our aim is for 30% of Suffolk to be connected and well looked after for nature by 2030, so that species and habitats can recover and thrive, and for 1 in 4 people to be actively helping to achieve this.



Cuckoo

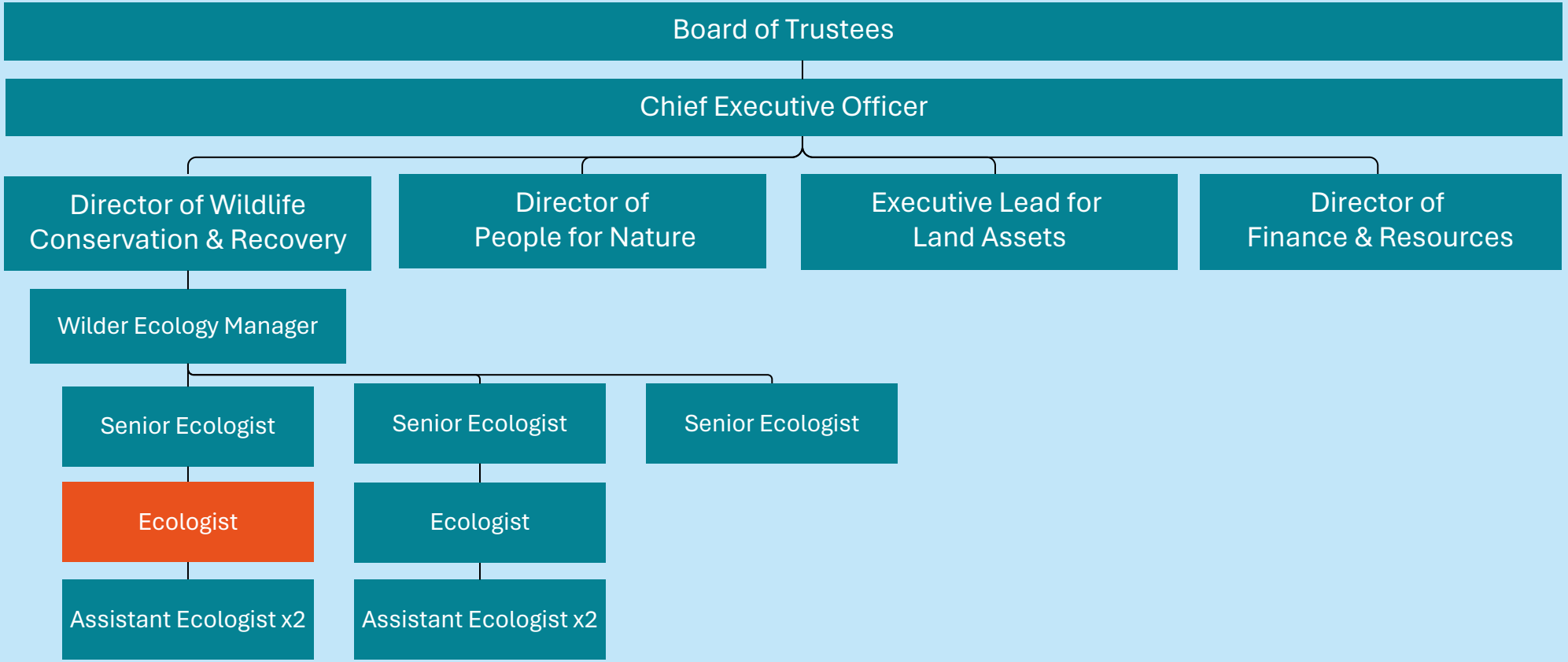
Suffolk Wildlife Trust is an organisation that makes a difference.

Suffolk Wildlife Trust

The Wildlife Trusts

We are a registered charity with a Board of Trustees, 1,300 volunteers & 28,000 members. We are part of The Wildlife Trusts – a UK federation of 46 local Wildlife Trusts through the UK that together has a powerful collective voice with over 850,000 members & caring for more than 2,300 nature reserves.

We employs around 100 staff across 15 departments, organised within three main directorates. Each directorate is led by a Director, and each department has an Operational Lead who provides leadership for a key area of activity.



Suffolk Wildlife Trust



Our Beliefs, Values & Workplace Culture

At Suffolk Wildlife Trust, our organisational culture matters to us. It enables us to achieve more for wildlife and it shapes how we work together every day. Your job description explains the three key areas of focus for your role. What is equally important is how you do it. We are a gutsy organisation - we show courage, determination & spirit - learning from experience & embracing new ideas. We are driven by our shared beliefs, organisational values & passion to achieve more for nature and by supporting each other - staff & volunteers - to be the best we can to deliver for nature.

Our Beliefs Anchor Us

Everything we do, and how we do it, is anchored in our fundamental belief in the natural world.

We believe:
Nature has value in its own right.

We all share a responsibility for nature.

Society thrives when nature thrives.

Our Values Guide Us

Our values guide how we operate and the decisions we make, so we can achieve more for nature:

Tenacity: We lead by example and are gutsy in our ambition for nature and in how we use our voice.

Inclusion: We value and respect diverse voices & thinking to advocate and act for nature.

Pragmatism: We are impact-led in the methods, solutions and partnerships we choose to drive nature's recovery.

Our Culture Empowers Us

Our culture is how we work together, supporting each other, and empowering our county, to achieve more for nature:

Leaders for Nature: We give our people 'freedom within a framework' to nurture leadership, innovation and creative solutions for nature.

Collaborative: We communicate and collaborate brilliantly to amplify our impact and support each other to be the best we can be.

Trusting: We trust our people to act with integrity and in the charity's best interests. With this trust comes accountability and the expectation of using our resources responsibly.

Reflective: We are evidence-led, we challenge ourselves, and we embrace new ideas and learn from experience.

Safe: We always work safely and responsibly.

Role Description

Every role has three key areas of focus known as the “Power of 3” to support our mission, vision & strategic goals. Typically, you should expect to spend 80% of your time on the following:

1. Operational Delivery

- Lead technical delivery for complex or higher-risk ecological projects, including survey design, resourcing, survey delivery, accurate reporting and advice to clients.
- Lead and complete a wide range of ecological surveys, ensuring work is delivered in accordance with relevant legislation, guidance, professional standards and best practice.
- Produce, review and quality assure professional ecological reports, including PEAs, EcIAs, HRAs, HMMPs, mitigation strategies and habitat management plans.
- Provide sign off for small-medium scale projects.
- Design and facilitate species mitigation work where required, ensuring projects are appropriately staffed with experienced and trained ecologists.
- Deliver Ecological Clerk of Works role where required and support junior colleagues in this role.
- Provide specialist ecological input and practical recommendations that support feasible biodiversity uplift, effective mitigation and positive outcomes for wildlife.
- Use GIS and field-based digital systems to produce accurate, professional mapping, project delivery and project outputs.
- Ensure technical knowledge, changes in legislation and guidance are kept up to date so that project outputs reflect current requirements and emerging good practice.
- Quality assure and sign off technical outputs, identifying and resolving technical, delivery, commercial or compliance risks in good time.

2. Operational responsbilities

- Oversee allocated projects and work packages, ensuring deadlines, budgets, quality standards and client expectations are managed effectively.
- Provide day-to-day direction, line management, mentoring and professional guidance to Ecologists, Assistant Ecologists and seasonal staff where required.
- Support recruitment, induction, supervision, training and continuing professional development across the consultancy team.
- Contribute effectively to Planning Team meetings, staff scheduling, enquiries, forward planning and workload prioritisation, leading Operational Team meetings where required.
- Support compliance with ISO certifications, CIEEM Registered Practice requirements, health and safety standards and relevant Trust policies.
- Lead on driving improvements in professional practice, efficiency, consistency and technical standards across Wilder Ecology.
- Keep accurate species records and ensure these are available for submission to the Suffolk Biological Information Service.

3. Collaboration & Commercial Contribution

- Contribute to tendering, project scoping and lead on quoting, ensuring work is appropriately costed, deliverable and commercially aware.
- Point of contact with new clients – developing relationships.
- Build and maintain good client relationships with framework partners, stakeholders and larger clients through professional advice, clear communication, responsive project delivery and strong technical judgement.
- Dedicated client contact for larger contracts/frameworks.
- Ensure profitable project delivery by monitoring time, budgets, scope and risks, escalating issues and identifying practical solutions.
- Identify opportunities to improve services, develop specialist expertise and support business development in areas aligned with Wilder Ecology and Suffolk Wildlife Trust's charitable objectives.
- Champion ways of working that improve quality, efficiency, conservation impact and market competitiveness.
- Record time accurately and work efficiently, understanding how good project control, client service and timely delivery support income, quality and positive wildlife outcomes.

Person Specification

Essential

- Relevant degree or postgraduate degree and Associate membership of CIEEM.
- Experience within an ecological consultancy, including a wide range of ecological reporting and GIS mapping.
- Broad understanding of UK wildlife legislation and a commitment to maintaining high professional standards when representing CIEEM and SWT.
- Proven UK botanical and faunal identification survey skills in an ecological consultancy setting, including good UK botanical identification skills.
- Experience assisting with species mitigation and working in an Ecological Clerk of Works role.
- Proficiency in UK Habitat Classification and the Statutory DEFRA Metric, with broad knowledge of habitats, habitat creation and management.
- Excellent IT skills, including Microsoft 365, Teams and SharePoint.
- Self-motivated, self-reliant and capable of working independently or as part of a team.
- Good interpersonal, communication and networking skills, with effective leadership skills.
- Highly organised, with good time management and attention to detail, and able to work under pressure with changing priorities in a fast-paced environment.
- Knowledge of safe working practices and the physical fitness to undertake demanding work in all weathers.
- A practical, solutions-focused approach to resolving problems.
- Commitment to environmental issues and a passion for wildlife, with a willingness to learn and proactively develop specialist skills.
- Full driving licence with access to a vehicle for work purposes

Desirable

- Experience assisting on mitigation licences; holding or working towards an EPS survey licence.
- Current CSCS card and Emergency First Aid at Work qualification.
- Experience managing small-to-medium-sized projects and line managing staff.


Barn Owl

Terms & Conditions

Terms & Conditions

This is a permanent position, working 37.5 hours per week over five days. We offer flexible homeworking arrangements, with colleagues spending more time working together than homeworking. You'll be based at Brooke House in Ashbocking, with a starting salary of up to £32,747.40 per annum depending on skills, knowledge and experience. Ecological consultancy can take you beyond usual office hours - you'll need to be flexible around early starts and late finishes for seasonal survey work & alongside travel to meet clients.

Employee Benefits

Annual leave entitlement starts at 33 days per annum (including Bank Holidays), increasing annually to 38 days, plus employees receive an additional day off for their birthday. We offer a 9% employer pension contribution with no employee contribution required, free 24-hour Employee Assistance Programme, salary sacrifice schemes, free life insurance from day one of employment, free access to a private GP for themselves and their household and discounts at high street retailers. Staff can also enjoy discounts in our visitor centre cafes & logo clothing.

Disability Confident Employer

We are a Disability Confident employer committed to making our recruitment processes & workplace culture inclusive and fair for all. Information can be provided in alternative & accessible formats on request to peopleandculture@suffolkwildlifetrust.org. We offer an interview to disabled applicants who meet the minimum criteria for the role and provide reasonable adjustments where needed during recruitment and in the workplace.



Black Cap

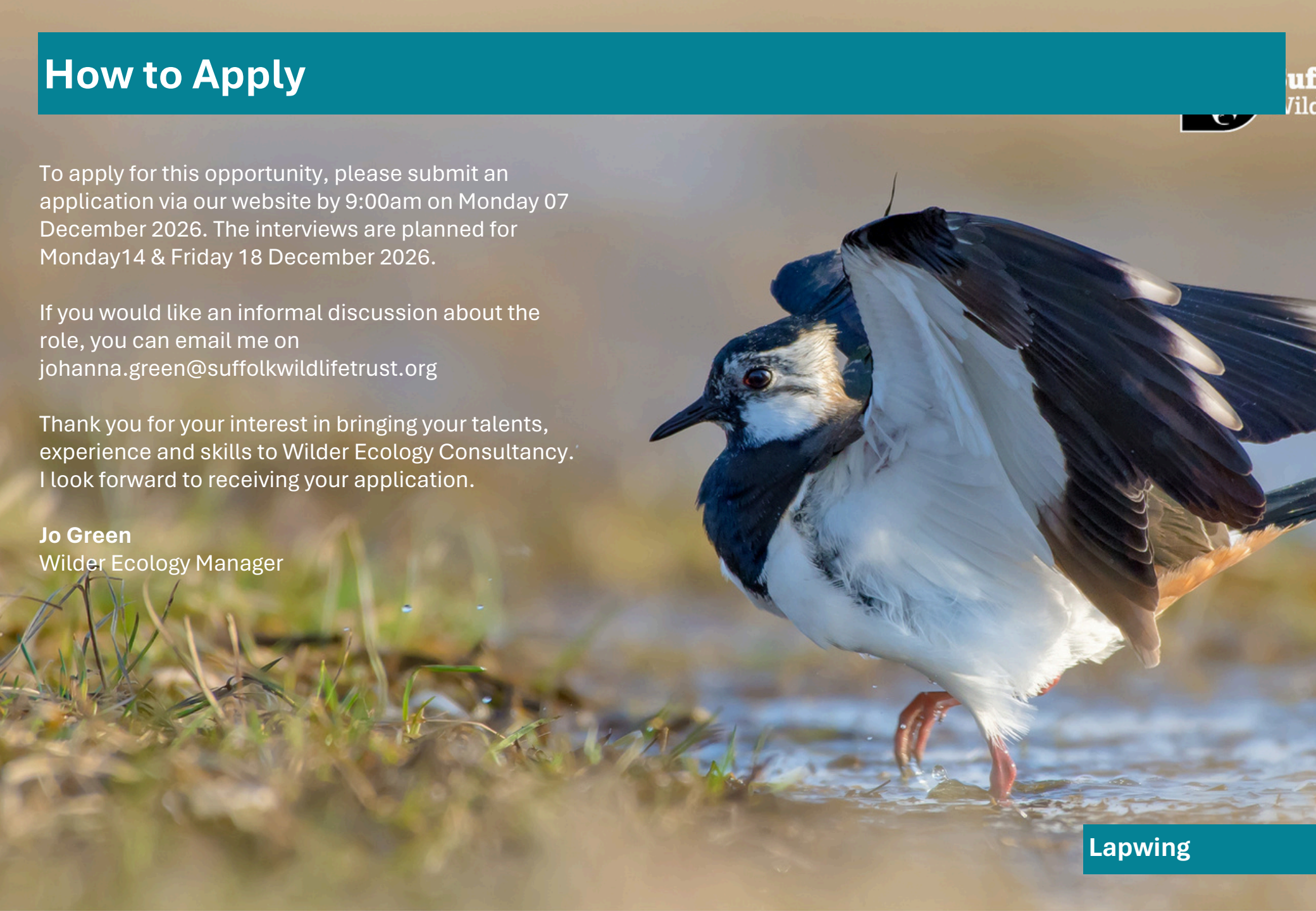
How to Apply

To apply for this opportunity, please submit an application via our website by 9:00am on Monday 07 December 2026. The interviews are planned for Monday14 & Friday 18 December 2026.

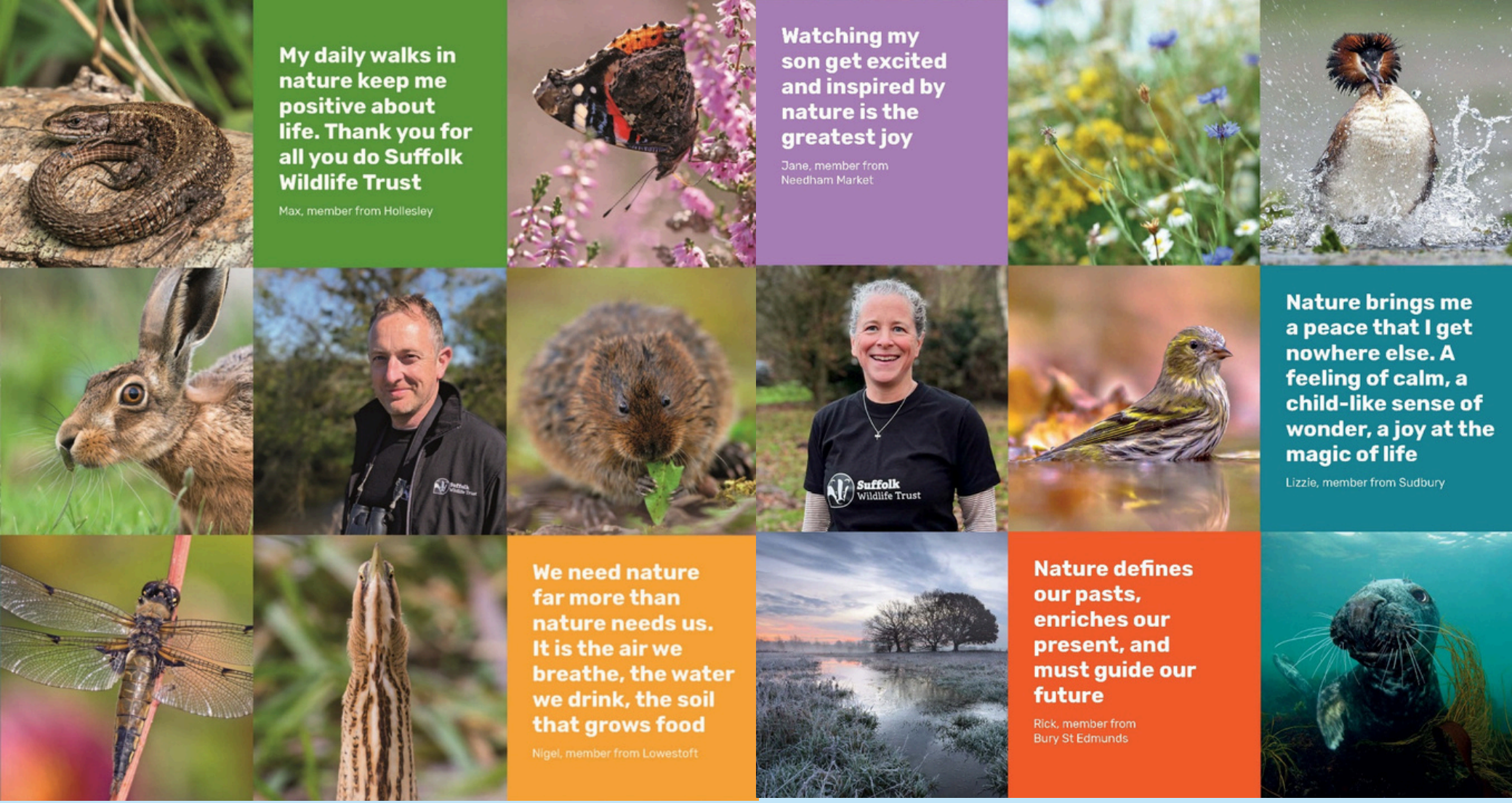
If you would like an informal discussion about the role, you can email me on johanna.green@suffolkwildlifetrust.org

Thank you for your interest in bringing your talents, experience and skills to Wilder Ecology Consultancy. I look forward to receiving your application.

Jo Green
Wilder Ecology Manager



Lapwing



Suffolk Wildlife Trust

Registered charity no. 262777

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