Wilder Ecology
Part of SWT Trading Ltd

Suffolk Wildlife Trust

ROLE DESCRIPTION & PERSON SPECIFICATION

ECOLOGIST

BASE OF WORK
Brooke House with regular travel across the county and beyond

REPORTING TO
Senior Ecologist

RESPONSIBLE FOR
Assistant Ecologist

ABOUT WILDER ECOLOGY & SUFFOLK WILDLIFE TRUST
Wilder Ecology is the professional ecological consultancy arm of SWT Trading Ltd, a subsidiary of Suffolk Wildlife Trust. The team provides specialist ecology services in Suffolk, across the East of England and further afield. Work includes; habitat assessments, protected species surveys, mitigation, wildlife conservation advice and Biodiversity Net Gain (BNG) support. All work is delivered to high professional and ecological standards, informed by sector best practice and a commitment to achieving positive outcomes for wildlife, clients and local communities. Wilder Ecology is a CIEEM Registered Practice and a member of the Wildlife Trust Consultancies. In addition, Wilder Ecology is ISO accredited for ISO9001, IOS14001 and ISO 45001. As a subsidiary, all profits from Wilder Ecology are passed to Suffolk Wildlife Trust to support conservation and wildlife recovery.

Suffolk Wildlife Trust is Suffolk's nature charity, working to protect and restore wildlife and wild places across the county. Through its nature reserves, landscape recovery work, community engagement, education, advocacy and partnerships, the Trust is committed to creating a wilder Suffolk where nature can recover and people are inspired to act for wildlife. In the decade to 2030, Suffolk Wildlife Trust is committed to scaling up activity across the county to bring nature back. Its ambition is for 30% of Suffolk to be connected and well managed for nature by 2030, enabling species and habitats to recover and thrive, and for one in four people to be actively helping nature across the county.

ROLE PURPOSE
As the Wilder Ecology Ecologist, the post holder will deliver competent ecological consultancy work independently across multiple projects. The post holder will carry out habitat and protected species surveys, produce high-quality reports, mapping and Biodiversity Net Gain outputs, manage defined project activity and contribute practical mitigation and enhancement advice. Working collaboratively with colleagues, clients, landowners and the wider team, the post holder will support effective project delivery, provide day-to-day guidance and line management to Assistant Ecologists where required, to enable Wilder Ecology to deliver high-quality, commercially successful and commercially aware work. The post holder will bring drive, professionalism and a commitment to efficient delivery, supporting client confidence, income generation and Suffolk Wildlife Trust's vision for a wilder Suffolk.

MAIN RESPONSIBILITIES
Every staff role has three key areas of focus known as the "Power of 3" to support our mission to bring nature back. Typically, you should expect to spend 80% of your time on these:

1) Operational Delivery

- Contribute to larger, complex or landscape-scale projects under the direction of Senior Ecologists, in accordance with relevant legislation, guidance and best practice standards.
- Deliver a range of habitat surveys across small to medium projects and lead small survey teams, ensuring work is delivered in accordance with relevant legislation, guidance, professional standards and best practice.
- Complete protected species surveys, including bats, dormice, water voles, badgers, reptiles, amphibians and other species as required and within competence.
- Carry out accurate UK Habitat Classification surveys and condition assessments to complete Defra Statutory Metric calculations.
- Produce high-quality ecological reports, including PEAs, EcIAs, UK Habitat Baselines, mitigation strategies and habitat management plans.
- Responsible for initial proofing of reports for any staff.
- Manage small projects and defined work packages effectively, ensuring deadlines are met, risks are escalated and work is delivered to agreed standards.
- Support and supervise Assistant Ecologists in the field where required, providing day-to-day guidance on allocated survey tasks.
- Implement and support species mitigation work where required under direction of Senior Ecologists, escalating technical complexity or risk appropriately.
- Deliver Ecological Clerk of Works role where required and support junior colleagues in this role.
- Complete Biodiversity Net Gain calculations using the Defra Statutory Metric, recommend feasible uplift options and contribute to effective Habitat Monitoring and Management Plans.
- Use GIS and field-based digital systems to produce accurate, professional mapping, project delivery and project outputs.
- Contribute to ensuring technical knowledge, changes in legislation and guidance are kept up to date so that project outputs reflect current requirements and emerging good practice.

2) Operational Responsibilities

- Oversee allocated projects and work packages, ensuring deadlines, budgets, quality standards and client expectations are managed effectively.
- Where required provide day-to-day direction, line management, mentoring and professional guidance to Assistant Ecologists and seasonal staff where required.
- Support supervision, training and continuing professional development across the consultancy team.
- Contribute effectively to Operational Team meetings, limited staff scheduling and workload prioritisation.
- Support compliance with health and safety standards and relevant Trust policies.
- Contribute to 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 quoting, ensuring work is appropriately costed, deliverable and commercially aware.
- Point of contact with existing clients.
- Maintain good client relationships with framework partners, stakeholders, existing clients and SWT colleagues through professional advice, clear communication, responsive project delivery and strong technical judgement.
- Dedicated client contact for allocated projects.
- Ensure profitable project delivery by monitoring time, budgets, scope and risks, escalating issues and seeking advice.
- Maintain a professional and confidential approach when working with clients, landowners, colleagues and partners.

- Record time accurately and work efficiently, understanding how good project control, client service and timely delivery support income, quality and positive wildlife outcomes.
- Maintain and enhance ecological knowledge through Continuing Professional Development and share learning to strengthen consultancy capability.
- Act as an ambassador for Wilder Ecology and Suffolk Wildlife Trust, understanding how consultancy work contributes to the Trust's strategy for species, habitats and nature recovery.

Ensuring appropriate reporting of all accidents, near misses, and incidents to identify causes and prevent recurrence. Use your skills and experience to contribute holistically to the consultancy and Suffolk Wildlife Trust's vision for a Wilder Suffolk.

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.

ADDITIONAL INFORMATION

- The role may entail some evening and weekend working.
- The role requires an interest in working for a charity that is determined to protect wildlife for the future and for the people of Suffolk.
- The role requires the ability to drive, including a full driving licence and use of a vehicle, though pool vehicles may sometimes be available.

LINE MANAGEMENT RESPONSIBILITIES

- Line management and leadership to assistant ecologists and seasonal staff/volunteers where required.
- Assist Senior Ecologists/Consultancy Manager with training and development of all junior staff.
- Ensure Health & Safety policies and procedures are communicated and adhered to, including accident/incident/near miss reporting.

- Ensure all staff and volunteers are aware of and abide by relevant SWT policies and codes of practice.
- Responsible for promoting efficiency and professional standards within the team.
- Ensure staff are recording time and working within quoted hours for profitable delivery.
- Work collaboratively within the team to deliver projects, understand priorities and support the consultancy.

CLIENT TRAVEL & MILEAGE CLAIMS

You will be required to travel both within and beyond the county for client work. Staff should use the pool vehicles where possible. If using a personal vehicle, mileage to temporary workplaces may be claimed in accordance with current policy and the Wilder Ecology Working Framework.

OUR VALUES & WORKPLACE CULTURE

At Suffolk Wildlife Trust, our organisational culture matters. It helps us achieve more for wildlife and shapes how we work together every day. Your job description sets out what you'll do; what matters just as much is how you do it. We are a gutsy organisation - showing courage, determination & spirit - learning from experience and embracing new ideas. We are driven by our shared beliefs, organisational values and passion to achieve more for nature, and by supporting one another, staff & volunteers, to deliver our best.

Everything we do is anchored in our fundamental belief in the natural world: nature has value in its own right, we all share a responsibility for it and society thrives when nature thrives. Our values guide our decisions and how we operate: we show **tenacity** by leading by example and using our voice boldly for nature; we champion **inclusion** by valuing and respecting diverse voices and thinking; and we practise **pragmatism** by focusing on impact & choosing the methods, solutions and partnerships that best support nature's recovery. Our culture brings these beliefs and values to life: we are nature-led, collaborative and trusting; we are reflective and evidence-led & we always work safely and responsibly.

WILD ABOUT INCLUSION

We are committed to being an inclusive organisation where everyone is welcome. As a conservation charity, we recognise the value of diversity both in nature and in our staff & volunteers. Suffolk Wildlife Trust is an organisation where everyone feels respected, valued & empowered to contribute, so that together we can deliver our vision, mission & strategic goals for a wilder Suffolk.