Wilder Ecology
Part of SWT Trading Ltd

Suffolk Wildlife Trust

ROLE DESCRIPTION & PERSON SPECIFICATION

SENIOR ECOLOGIST

BASE OF WORK
Brooke House with regular travel across the county

REPORTING TO
Wilder Ecology Manager

RESPONSIBLE FOR
Ecologists and Assistant Ecologists

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 Senior Ecologist within the Wilder Ecology Consultancy team, the post holder will lead technical delivery across complex and higher-risk ecological projects, ensuring surveys, assessments, reports, mitigation strategies, BNG outputs and habitat management plans are delivered to high professional standards. They will oversee project quality, compliance, budgets and client expectations, while providing day-to-day direction, mentoring, line management and professional guidance to colleagues. The role will contribute to tendering, client confidence, improved practice and commercially sustainable delivery, helping Wilder Ecology achieve positive outcomes for wildlife, clients and Suffolk Wildlife Trust.

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

- 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 Responsibilities

- 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.
- Maintain and enhance ecological knowledge through Continuing Professional Development and share learning to strengthen consultancy capability.

- Work with communications colleagues to represent Wilder Ecology in the media.

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 qualification and Full CIEEM membership.
- Significant ecological consultancy experience, with a thorough understanding of UK wildlife legislation and safe working practices.
- Broad ecological and natural history knowledge, with extensive habitat and protected species survey and mitigation experience.
- Strong habitat knowledge, including habitat creation and management, UK Habitat Classification and the Statutory DEFRA Metric for complex scenarios.
- Proven UK botanical identification skills at FISC Level 4 or above.
- Confident undertaking an Ecological Clerk of Works role.
- Excellent IT skills, including Microsoft 365, Teams, SharePoint and GIS mapping.
- Excellent written communication skills, with experience producing a wide range of professional ecological reports.
- Strong interpersonal, communication and networking skills, with proven line management and leadership capability.
- Highly organised and self-motivated, with excellent time management and attention to detail, and the ability to work independently or collaboratively while managing changing priorities in a fast-paced environment.
- A practical, solutions-focused approach, with a commitment to high professional standards, environmental issues and wildlife, and a willingness to continually develop specialist skills.
- Physically able to undertake demanding fieldwork in all weather conditions.
- Full driving licence and access to a vehicle for work purposes.

Desirable

- Experience as a named ecologist on mitigation licences.
- Level 2 Bat licence, or working towards this, or another EPS survey licence.
- Current CSCS card and Emergency First Aid at Work qualification.
- MoRPh survey accreditation.
- Specialist knowledge of Suffolk's conservation priority species.
- Experience managing complex or medium-to-large projects.

ADDITIONAL INFORMATION

- The role may entail some evening and weekend working requiring a flexible approach to working in a changing consultancy environment, including some out-of-hours survey work where required, with TOIL awarded in line with policy arrangements.
- 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 ecologists and where required for seasonal staff/volunteers.
- Assist other Senior Ecologists/Consultancy Manager with training and development of all WE 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.
- Overseeing that the team are recording time accurately and are working within quoted hours, communicating feedback to staff.
- 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.