

Name – Job Description

Job title	<i>Senior Ecologist</i>
Reports to	<i>Principal Ecologist</i>
Salary range	£35,000 - £45,000 per annum

Job purpose

As a senior member of the ecology team, you will be managing and delivering a variety of projects and protected species surveys, from project inception through to the completion of reports such as Preliminary Ecology Appraisals, Ecological Assessments, Ecological Impact Assessments, Mitigation and Enhancement Strategies, Management Plans, protected species licences and Method Statements. You will also be responsible for managing your own projects with support from the senior team.

You will be required to provide the necessary advice and professional services to enable SES to comply with statutory and policy requirements and recognised guidelines in its project delivery, maintenance operations and decision making.

The role will involve complex problem solving and you will need to manage changing priorities and use professional judgement to respond to different situations. You will have standalone professional responsibility for the services and advice that you provide but will operate within established procedures and policies of SES, reporting to the Principal Ecologist.

Main duties and responsibilities

- Actively engage as a member of the ecology team and wider SES team promoting the business and maintaining company reputation and standards.
- Carry out field surveys as required including planning and managing own time and scheduling to facilitate project deadlines.
- Conduct Preliminary Ecological Appraisals in accordance with published guidelines, across a variety of sites / projects.
- Provide coherent and timely project management including, coordination of project milestones, key dates, and on-site survey timetables across multifaceted projects, whilst ensuring compliance with statutory requirements, policy and recognised standards.
- Input to project planning and programming, including advising on management of risk and value for money in the context of ecological matters.
- Provide advice on the scope and range of ecological assessments required to inform projects, site management and decision-making processes.
- Assist in the co-ordination of ecological surveys, taking ownership for the delivery of surveys associated with own projects.
- Communicate the findings of ecological assessments and their implications to project teams, managers and decision makers.

- Produce good quality written reports such as ecological constraints reports, Preliminary Ecological Appraisals, Ecological Impact Assessments, and protected species reports in a timely manner.
- Provide advice on ecological mitigation and enhancement measures, including the mitigation hierarchy, biodiversity net gain, precautionary working methods, mitigation licences etc.
- Prepare client quotes/tenders that are appropriate in relation to the clients' needs and are deliverable within the clients' expectations (supported by Principal Ecologists/Directors for more complex quotes/tenders).
- Deliver professional, ethical, high quality ecological consultancy services to a variety of clients.
- Maintain and develop good working relationships with existing and new clients.
- Maintain and develop the good working relationships developed between SES and Local Planning Authority ecologists/biodiversity officers involved in the planning process.
- Ensure that you follow company health and safety policies and procedures, engage with all H&S initiatives and communications, and actively take responsibility for your own personal safety.
- Take ownership of your development as a consulting ecologist by liaising with more experienced members of the team / management to ensure technical risks and implications are covered.
- Provide technical assistance and training to less experienced, or non-specialist staff, to enable delivery of their role, including involvement in formal mentoring schemes.
- Undertake technical review of other team members' work, e.g. reports, quotes.
- Understanding the implications of all outputs and responsible for all outputs of self and team members.
- Maintain up to date knowledge of industry changes, best practice guidelines, legislation, and policy.
- Keep all personal records, timesheets, and trackers up to date and in accordance with company policy.
- Deputise for Principal Ecologist and/or Directors when required.
- Undertake other reasonable work as may be required.

Qualifications & Experience

- Relevant degree(s) in ecology and or relatable experience..
- Membership of the Chartered Institute of Ecology and Environmental Management (CIEEM).
- Significant vocational experience, demonstrating development through involvement in a series of progressively more demanding relevant roles with experience including managing multi-faceted projects, undertaking a variety of surveys and supervising less experienced team members.
- Up-to-date and in-depth knowledge and understanding of ecology related legislation and policy and its practical application in a UK context. This should include an understanding of species protection legislation and licensing requirements, as well as an understanding of statutory designated sites and associated legislation and processes, including Habitats Regulations Assessments.
- Awareness of any new statutory requirements for example those emerging from the Environment Act 2021, including Biodiversity Net Gain.
- Broad knowledge of ecological survey/assessment methods, including good habitat survey and classification skills in a broad range of environments, using widely recognised classification systems.

- Species identification skills across a range of taxonomic groups.
- Understanding of the application of relevant protected species planning policies; NPPF & Local Plans in relation to development.
- Understanding of the application of the current protected species mitigation licensing processes
- Experience in ecological assessment, protected species survey, and for development projects for example housing, commercial, transportation, and power.
- Understanding of scientific method, interpretation of ecological data and evidence-based reporting.
- Proficient working knowledge of MS Office programs, in particular Outlook, Excel, Word, PowerPoint.
- Attention to detail along with excellent communication skills at all levels.
- Ability to build effective working relationships and work in collaboration with multi-disciplinary teams.
- Able to formally train and mentor other professional staff.
- Full UK driving license with access to your own vehicle and within a commutable distance to our office.

Working conditions

- Role requires UK travel to sites mainly across the southeast and midlands.
- Overnight stays may be required on specific projects.
- Hybrid working from home and from the office in Essex will be required.

Physical requirements

- Outdoors working will be required in all weather conditions.
- Walking long distances undertaking site surveys.
- Carrying of light / medium weight equipment.

Subject to relevant qualifications & training

- Handheld machinery and hand tools may be required on certain projects.
- Tree climbing, if qualified and required.

Approved & Reviewed by: <i>Signature of the person with the authority to approve the job description.</i>	<i>Name</i>	<i>Signature</i>	<i>Date</i>
Signed Employee Acceptance	<i>Name</i>	<i>Signature</i>	<i>Date</i>
Signed Deputy Acceptance	<i>Name</i>	<i>Signature</i>	<i>Date</i>

Job description should be reviewed annually and updated as often as necessary.