

Name - Job Description

Job title	<i>Principal Ecologist</i>
Reports to	<i>Director</i>
Salary range	£45,000 - £55,000 per annum

Job purpose

As one of the most senior members of the ecology team, you will be required to support, manage and develop the team through the provision of expert advice as well as business development. You will also be required to manage and deliver a variety of projects and protected species surveys (either as your own project(s) or through supervising more junior members of the team), from project inception through to the completion of reports and implementation of mitigation strategies.

You will be required to deliver ecological advice and professional services to a range of clients to enable SES to comply with statutory and policy requirements and recognised guidelines in its project delivery, maintenance operations and decision making.

The role requires an ecology professional competent in areas of technical expertise, team leadership and management, client relationship, project and budget management, and business development.

Main duties and responsibilities

- Responsible for the overall management of the ecology team.
- Actively engage as a member of the ecology team and wider SES team promoting the business and maintaining company reputation and standards.
- Ensuring that the special work environment and culture that has been established as a key part of SES's success is valued and promoted.
- 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 high quality written reports such as Ecological Impact Assessments, biodiversity net gain reports, European protected species licenses, HRAs 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 a variety of quotes/tenders that are appropriate in relation to the clients' needs and are deliverable within the clients' expectations.
- 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.
(See company H&S handbook and company policies and procedures)
- 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.
- Take time and care in keeping all work areas, storage areas and office space safe and tidy and well organised ensuring shared equipment and vehicles are looked after, tracked correctly and damage or faults reported.
- Deputise for Directors when required.
- Undertake other reasonable work as may be required.

Qualifications & Experience

- Relevant degree(s) in ecology.
- 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.
- Project management experience.
- 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 HRAs and EIA.
- Understanding of any new statutory requirements for example those emerging from the Environment Act 2021, including Biodiversity Net Gain.

- In-depth knowledge of ecological survey/assessment methods, including good habitat survey and classification skills in a broad range of environments, using widely recognised classification systems.
- Accomplished species identification skills across a range of taxonomic groups.
- In-depth understanding of the application of relevant protected species planning policies; NPPF & Local Plans in relation to development.
- In-depth understanding and practical experience of the application of the current protected species mitigation licensing processes.
- Extensive experience in ecological assessment, protected species survey, and for development projects for example housing, commercial, transportation, and power.
- Proficient working knowledge of MS Office programs, in particular Outlook, Excel, Word, PowerPoint.
- Attention to detail along with excellent communication skills at all levels.
- Self-motivated, pro-active and organised mindset with the ability to multi-task and prioritise busy workloads efficiently.
- 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 may infrequently require 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 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>

Ideally, a job description should be reviewed annually and updated as often as necessary.