



Ecologist

Post number: CCE002

Grade: Scale 5

Date: February 2025

Service area: Climate Change & Natural Environment

Reports to: Climate Change & Natural Environment Manager

Job profile

Purpose

Deliver high quality services in line with national quality standards and best practice, statutory obligations and organisational objectives through;

- Provision of professional advice on all aspects of nature conservation policies, monitoring and related practical works, with a particular emphasis on assisting implementation of Biodiversity Net Gain (BNG).
- Advise, support and encourage community participation in the management and promotion of local natural environmental issues. Work with landowners to secure permanent improvements for wildlife habitats.

Dimensions

The post holder will report to the Climate Change and Natural Environment Manager. The post holder will not directly be responsible for managing staff or budgets. The post holder will sit alongside and work closely with the council's senior ecologist, though line management responsibility for this post sits with the Climate Change and Natural Environment Manager.

Main duties and responsibilities

1. To effectively engage with colleagues, residents, developers and partners to provide specialist professional services in respect to ecology and biodiversity, ensuring that recommendations, advice and actions comply with the Council's policies and legal and statutory requirements.



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2. To implement policy ensuring that the District Council's statutory duties relating to natural environment/ecology and associated best practice is adhered to.
3. To support the delivery of Biodiversity Net Gain (BNG) under the Town and Country Planning Act. This includes reviewing planning applications and monitoring of BNG sites. [note: the council's Senior Ecologist has primary responsibility for the effective delivery of BNG. It is anticipated that both this post and the Senior Ecologist post will spend between 50-80% of their time fulfilling statutory BNG duties]
4. To carry out ecological assessment and provide a specialist advice service to the Council, the community and developers in respect of ecology and natural environment issues.
5. To represent the District Council, or deputise for the senior ecologist as required, on the Cambridgeshire and Peterborough Biodiversity Partnership Steering Group, Biological Records Centre steering group, Local Nature Recovery Strategy (LNRS) groups and any other sub-groups as relevant and necessary.
6. To review new regulations, legislation and best practice and Council policies and procedures and seek out opportunities to promote positive environmental conservation within East Cambridgeshire through the development proposals and wider nature projects
7. Support the delivery and integration of the objectives and actions set out in the Council's various natural environment and BNG related strategies into the Council's activities as a landowner and manager. This to include assisting annual or other reporting on achievements, especially in connection with statutory duties under the NERC Act.
8. To work with Natural England and other relevant local and national organisations and share knowledge and develop best practice to ensure individual, team and relevant service objectives and targets are delivered.
9. To advise and assist with the negotiation and implementation of contracts through which partnerships of the Council, landowners, local people and wildlife organisations can create, enhance and manage sites of local wildlife interest.
10. To liaise with and support partner organisations with their wildlife projects where appropriate to maintain a high profile for ecological issues in the Council area.



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11. To prepare marketing and educational material aimed at increasing the interest, understanding and good ecological management of the district's natural environment assets.
12. To participate in the regular review of service provision in line with national best practice and quality standards, including where required, participation in cross function teams, and implement any required improvements effectively to ensure the on-going efficient delivery of services.
13. To assist the council in fulfilling any contract to provide a service to any other council or partner, by undertaking duties and responsibilities appropriate to this post.
14. To carry out all responsibilities with regard to the Council's Equalities Policy and Procedures and Customer Care Policy.
15. To comply with all Health & Safety at work requirements as laid down by the employer.
16. To participate in training and exercises in support of the Council's preparations for responding to civil emergencies within the District.
17. Other duties and responsibilities express and implied which arise from the nature and character of the post within the department (or section) mentioned above or in a comparable post in any of the Organisation's other sections or departments.

Special conditions

The post is full time (37 hours) and permanent.

Occasional evening or weekend meetings might be required.

Occasional meetings or site visits at offsite locations, of which they will predominantly be within East Cambridgeshire. Such offsite locations will include site visits to rural areas, nature areas, farmland and similar.

Pre-employment checks

None

Business Travel

Casual car user



Person specification

Qualifications

Description	Essential or desirable	Assessed through the application form or through the interview
Educated to Degree Standard, with a degree relevant to the post	Essential	Application
Ability to travel, sustainably where possible, to different locations in East Cambridgeshire and surrounding area	Essential	Application
Member of, or eligible for membership of, a relevant ecology related institute	Desirable	Application

Experience

Description	Essential or desirable	Assessed through the application form or through the interview
Some professional or relevant voluntary experience involving the effective conservation of the natural environment / surveying biodiversity (such experience can be achieved before, during or post degree qualification)	Essential	Application
Able to demonstrate at least 2 years' experience, preferably in local government and/or other organisation that engages with local government	Desirable	Application



Knowledge, skills and abilities

Description	Essential or desirable	Assessed through the application form or through the interview
Understanding of the application of European and domestic law in relation to the protection of wildlife, and associated statutory obligations. Such as but not limited to: - NERC Act 2006 - Environment Act 2021 -Wildlife and Countryside Act 1981	Essential	Interview
General knowledge of environmental matters and issues, specifically relating to sustainability and Climate Change	Desirable	Interview
Wider legal knowledge including relevant aspects of the following areas: - Planning related Acts	Desirable	Interview
Read and interpret complex technical/ ecological information and landscape / OS plans	Essential	Interview
Ability to reconcile divergent views regarding various ecological issues	Essential	Interview
Ability to communicate clearly and effectively with a diverse range of people and organisations both orally and in writing	Essential	Interview
Problem solving	Essential	Interview
Good organisational skills	Essential	Interview
Good analytical and research skills	Essential	Interview
Ability to prioritise and manage own work	Essential	Interview
Ability to use own initiative	Essential	Interview
Excellent working knowledge of all main Microsoft applications in order to produce high quality documentation	Essential	Interview
A high level of literacy and numeracy	Essential	Interview
Effective advocacy/ presentation skills	Desirable	Interview



Personal Attributes

Description	Essential or desirable	Assessed through the application form or through the interview
Able to work accurately and to fight deadlines	Essential	Interview
Flexible Approach	Essential	Interview
Customer focused and committed to provision of quality service	Essential	Interview
Able to work in a team	Essential	Interview
Self-motivated and "can do" attitude	Essential	Interview
Commitment to equal opportunities	Essential	Interview
Commitment to the principles of data protection and confidentiality	Essential	Interview