**Job Description**

**Role title: Senior Ecologist**

**Reports to: Principal Ecologist**

**Grade: Senior**

**Sector: Terrestrial**

**Division:** **TE2 – Scotland & North**

**Purpose / Scope of role**

A Senior Ecologist will work within the terrestrial ecology division to deliver a range of projects for our clients including the UK environment / conservation agencies, wider development clients and the water and energy industries and supporting services; unified by the theme of protecting the environment, whilst aiding development to take place where appropriate.

The purpose of the role is to undertake terrestrial ecology site work and support in the preparation, writing and delivery of tenders and reports via data processing, analysis and interpretation.

By joining APEM Ltd you will be working within an experienced team of both terrestrial and aquatic scientists who deliver a wide variety of projects across the UK for environment and conservation agencies, water industries, energy industries and supporting services, amongst others. You will have the opportunity to work with cross-cutting expertise, not only in the terrestrial sector, but in fisheries science, hydrology, hydro/geomorphology, and water quality sectors.

**What success looks like in this role**

During this role you will continue to expand your terrestrial ecological knowledge and skills by leading protected species and habitat surveys and potentially gaining one or more protected species licences or increasing your botanical/habitat survey skills.

Management of your own medium and small-scale projects will increase your exposure to client liaison and interaction. You will have the responsibility of meeting tight deadlines and providing specialist ecological advice.

A successful candidate would be looking to progress to a Principal Ecologist after approximately three to five years’ experience (depending on starting point in the role) where they would support junior members of the team and work on complex ecological projects.

**Key Responsibilities**

* To lead and undertake terrestrial ecology survey work and site visits including Preliminary Ecological Appraisals, Preliminary Roost Assessments and protected species surveys (e.g. dormice, bats, GCN, reptiles).
* To complete desk-based studies and write high quality ecological reports (PEAR, EcIA, ES chapters etc) within tight deadlines ensuring that all output is delivered to the highest standard, in line with timescales agreed with the client, within budget and to the highest technical quality.
* To independently manage medium and small-scale ecology projects and meet client demands.
* To contribute and compile tenders for new ecology project opportunities.
* To provide project support to APEM Ltd.’s wider terrestrial ecology team by collating and analysing ecological survey data.
* To assist with the development of APEM Ltd.’s terrestrial ecology capability.
* Client management, successfully developing, maintaining and managing internal and external stakeholder relationships.
* To carry out any additional activities that may be reasonably required or requested.
* To take reasonable care for the health and safety of yourself and others; make use of the tools, equipment, training and resources; and actively engage with colleagues at all levels to contribute to the continuous improvement of health and safety management.
* Complete mandatory health and safety training modules and any that are specific to your role.

**Skills/Knowledge/Experience/Qualifications**

**Essential** -

* Experience conducting Phase 1 Habitat and / or UK Habitats Classification surveys.
* Experience of writing Preliminary Ecological Appraisals and / or protected species survey reports.
* Experience of protected species surveys (e.g. dormice, bats, GCN, otter, water vole, birds etc.).
* Up to date overview of EU and UK legislation pertaining to ecology and environmental issues, as well as Ecological Impact Assessment (EcIA), Ecological Impact Assessments and planning regulations;
* Strong organisation and communication skills & can work effectively individually and as a team.
* Full or Associate membership of CIEEM (or to have eligibility if not currently held)
* Ability to travel with some requirement for over-night stays.
* A full UK driving licence.

**Desirable** -

* Experience of using GIS systems
* Have a proven work winning track record, experience of preparing bids and tenders
* Hold at least one Natural England protected species licence (alternatively an experienced botanist FISC level 4 or above)
* Have experience of leading and motivating junior staff on site

**Our Values**

Our most important assets are our people who work here. We all work as one team and rely on each other. We wish to create a working environment to which our people are proud to belong, by maintaining our values at the forefront of everything we do. These values are:

* Integrity – We do the right thing
* Quality – Quality in everything
* People - We care
* Forward thinking – We focus on the future
* Positivity – We believe we can
* Fairness – We champion equality

**Our WOW Factor**

When home became work, we learned that flexibility, understanding and balance allowed us all to move forward and grow together. So, no matter where you’re based, the hours you keep, the toddlers you have to entertain, or outside interests that help with your wellbeing we’re committed to our Ways of Working (WOW) with each other so we can continue to be our best.

**You belong**

We recognise that everyone’s story is different. The opportunities, experiences and challenges faced in life shape who we are, and we understand that these are the things that make us individual and unique. Embracing our differences means we’re able to approach what we do from every angle.

Inspiration and insight can come from anywhere, and no matter your history or choices in life, we empower our people to be their best, so we can be our best, together. **We welcome the whole you.**