**Job Description**

**Role title: Senior Ornithology Consultant**

**Reports to: Matthew Boa (Principal Ornithology Consultant)**

**Grade: Senior Consultant**

**Sector: Marine Science**

**Division:** Ornithology

**Purpose / Scope of role**

One of the main roles of the Ornithology Consultancy team is to win and manage field and desk-based projects collecting, collating, modelling and analysing bird data for a variety of clients, within terrestrial, intertidal and offshore environments. Coupled with this is the need for experience in providing clients with expert ornithological and planning advice and the ability to interpret, assess and report on the key findings of bird data for use in our baseline characterisation, EIA and HRA projects. The team makes use of the most robust and cutting-edge ornithological science and techniques to provide evidence and offer solutions to our client’s projects both in the private and public sectors.

The purpose of the role is to provide ornithological consultancy services to clients; dealing with all aspects of the consultancy process, bringing in new projects through the preparation of successful costed proposals, the production of high-quality scientific reports and maintaining good relationships with clients.

**What success looks like in this role**

After one year, a senior ornithology consultant would look to be managing ornithology projects in the onshore / intertidal or offshore environments, liaising with clients, stakeholders and decision makers whilst producing high-quality technical reports including baseline data, Ecological Impact Assessments (EcIA), and Habitats Regulations Assessments (HRA) reports. In addition, they would be a trusted advisor for other disciplines seeking ornithology advice for their projects whilst providing

mentorship and guidance of junior staff.

**Key Responsibilities**

* Client liaison, including site visits and meeting attendance as required.
* To provide mentoring, support, and guidance to more junior members of staff.
* To produce high quality work within tight time and cost constraints.
* To provide advice to clients on ornithology issues relating to large infrastructure projects.
* To identify follow up work with existing clients or potential new opportunities.
* To have a key role in bringing in new projects.
* 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.

Additional responsibilities may include:

* Managing and / or undertaking the collection of field ornithology data and interpretation of these data for baseline reporting and impact assessments.
* Carrying out scoping surveys for protected species and / or habitats (Phase 1) as necessary.
* Knowledge and experience of using GIS and QGIS packages to process and present ornithology data.
* Knowledge and experience of using the R statistical package to help analyse datasets.
* Experience in preparing technical reports and sections of text that contribute to Ecological Appraisals, EIA level and HRA level assessments

**Skills/Knowledge/Experience/Qualifications**

**Essential**

* Team player.
* Excellent communication skills.
* Problem solver and innovator.
* Ability to work well under pressure and to support the team in a focused, thoughtful and composed manner.
* Work efficiently in a demanding and fast-paced environment.
* A sound knowledge of ornithology, birding ecology, demography and behaviour.
* Passionate about core-specialisms and the ability to engage with other like-minded specialists and non-specialists (regulators, clients and colleagues).

**Desirable**

* An established CV in ornithology.
* An in-depth knowledge of bird ecology and survey experience in specialist techniques.
* Project management experience.
* A sound understanding of the UK planning process with respect to EIA and HRA requirements.
* Commercial awareness, preferably from a consultancy role.

**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.**