Job Description – Senior Ecologist – Terrestrial Ecology

# Role title: Senior Ecologist

# Sector: Land

# Division: Terrestrial Ecology

# Location: Wales / West England

This is a hybrid role; home, office and field based. The Senior Ecologist role is an important position for leading surveys and mentoring junior staff on the correct survey techniques and procedures. Approximately 50% of the time will be spent in the field.

There will be a requirement for travel to sites across Wales and England to conduct ecological surveys. Occasionally there may also be the opportunity to work afield in other parts of the UK and Ireland.

# 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, developers and the water and energy industries.

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 you will be working as part of an experienced team of ecological consultants. 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 ecology knowledge and skills by leading on the delivery of small to medium sized projects, completing protected species and habitat surveys and increasing your botanical / habitat survey skills.

Management of your own projects will increase your exposure to client liaison and interaction. You will have the responsibility of meeting deadlines, financial targets and providing specialist ecological advice, as well as mentoring junior members of staff.

A successful candidate could also progress to a Principal Ecologist (depending on experience levels) where they would be responsible for leading a team of junior members of the staff and work on complex ecological projects.

# Key Responsibilities

* To lead and undertake terrestrial ecology survey work and site visits including UKHab and Phase 1 habitat surveys, Preliminary Roost Assessments and protected species surveys (e.g. dormice, bats, GCN, reptiles).
* To review and complete desk- studies and high-quality ecological reports (PEAR, EcIA, ES chapters etc) within strict 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.
* Mentor junior members of staff and contribute to internal training.
* 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, Ecological Impact Assessments and protected species survey reports.
* Experience of leading protected species surveys (e.g. dormice, bats, GCN, otter, water vole, birds etc.).
* Experience in project management including client liaison.
* Have some experience of assisting with bids and tenders.
* Up to date overview of EU and UK legislation pertaining to ecology and environmental issues and planning policy.
* 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)
* At least one protected species survey licence in England and / or Wales (alternatively an experienced botanist FISC level 4 or above).
* Ability to travel with some requirement for over-night stays.
* A full UK driving licence.

# Desirable -

* Experience of using GIS systems such as QGIS.
* Experience of using bat data analysis software such as Kaleidoscope.
* Experience in Habitats Regulations Assessment and Environmental Impact Assessment.
* Level 2 Bat licence and / or dormice survey licence.
* Experience writing European Protected Species Licence applications for development.
* Have a proven work winning track record, experience of preparing bids and tenders
* River MoRPH certified.
* Have experience of mentoring junior staff.

# Our Values

Our most important assets are our people who work for the firm. 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.**