**Responsible to:** Landscape Ecologist

**Located at:** London Wildlife Trust, Dean Bradley House,

52 Horseferry Road, London SW1P 2AF

**Responsible for:** Clients and consultants relating to specific projects as required

**Overall responsibilities:**

As an ecologist, this role will support the delivery of London Wildlife Trust’s consultancy services through a wide range of landscape design and ecological projects working with clients in both the public and private sectors. This role forms part of a small team at the Trust’s head office in Westminster.

The role will require the provision of ecological advice, surveys, and reports to the Trust’s clients for the design and delivery of biodiversity net gain, urban greening and other ecological benefits on small sites to large scale regeneration schemes. The ecologist will help identify opportunities to improve the ecological quality and climate change resilience value of developments and green spaces across London and elsewhere.

The role will require confidence and comfort in liaising with clients understanding and responding to their needs, as well as an ability to demonstrate creativity in the work we undertake on their behalf.

The role will assist the Trust’s Landscape Ecologist by taking a collaborative and forward-thinking approach to the team’s delivery and help strengthen the professional position of the Trust’s consultancy in terms of influence and income generation, both within London and as part of The Wildlife Trusts.

**Responsibilities:**

* Undertaking habitat surveys to at least Phase 1 standard
* Providing robust analysis and evaluation of surveys
* Using GIS to produce maps and present data analysis
* Producing ecology reports for a range of different clients
* Undertaking Biodiversity Net Gain assessments
* Liaising with clients and partners
* Support the production of tender submissions and fee proposals relevant to the Trust’s consultancy services;
* Assist in the research and development of the Trust’s understanding and competency around existing and emerging policy and practice (e.g. green infrastructure, Biodiversity Net Gain, Natural Capital Accounting, and Nature Recovery Networks).

**Other areas of responsibility:**

1. Promotion of the Trust: To work at all times to further the aims of the Trust including promotion of Trust membership. To encourage donations and to assist in and promote related events and campaigns where appropriate.
2. Health and Safety: All staff are legally responsible for ensuring Health and Safety considerations are taken into account in all working situations. Staff are encouraged to make reports or suggestions to the Health and Safety Officer on any matters of concern.
3. Equal opportunities: To work at all times within the Trust’s Equality and Diversity Policy, and to promote equal opportunities wherever possible especially with regard to volunteer and membership recruitment.
4. All staff may, on occasion, contribute to the work of London Wildlife Trust’s trading arm – London Wildlife Limited
5. Adhere to the policies and plans of the Trust and be a responsible representative of the team and the Trust to external stakeholders, groups, individuals and funding bodies.

**Terms and Conditions**

**Salary scale:**  £25,811 – 28,909

**Hours of work:**  5 days a week. Core hours 10 am to 4pm. Flexible working available. We would also consider part-time/job share depending on circumstances.

**Holidays:** 25 days per annum plus statutory holidays

**Tenure:**  Permanent

**Sick pay:** Employees are eligible for company sick pay after successful completion of the probation period and if the correct procedures have been followed; employees may still qualify for Statutory Sick Pay.

**Pension:** Eligible employees will be auto-enrolled into the company pension scheme. Further details on auto-enrolment can be obtained from this website <https://www.gov.uk/workplace-pensions>. Pension contribution rates for LWT are currently at 3% employer and 5% employee. Even if you are not eligible, you can still join the scheme, but the Trust may not have to make any employer contributions. Further details will be provided on joining the Trust.

**Employee Assistance** All employees have access to a free and confidential information, support and counselling

**Programme** service available 24 hours a day, 365 days a year

**Childcare Voucher**

**Scheme** The Trust operates a salary sacrifice scheme

**Training and**

**Development** All staff are encouraged to identify any training and development needs that have to be

met to enable to undertake the role effectively

The following experience, skills and aptitudes are those that we are looking for in candidates for the above role. Those listed as 'Essential' are those that the candidates must have. Candidates who fail to meet these criteria will not be short-listed. 'Desirable' skills and experience are those that it would be advantageous to have, although it is not essential.

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| --- | --- |
| **Essential** | **Desirable** |
| Recognised relevant qualification or experience in an ecology, biological science or related discipline | Interest and understanding of urban biodiversity and ecological land management in towns and cities |
| Knowledge and/or experience of Phase 1 Habitat surveying | Familiarity with the opportunities & challenges of biodiversity enhancements within urban regeneration schemes |
| Experience and understanding of key nature conservation legislation, policy and guidance, especially in respect of planning and development  | Experience of presenting information visually and verbally to external audiences |
| Experience of ecological analysis and assessments, including scrutiny of landscape design and management proposals | Knowledge of the ecological surveying requirements for a range of protected and priority species |
| Demonstrable experience of creating maps in GIS  | Membership of CIEEM or similar professional institution |
| Familiarity with electronic data capture, mapping, analysis and presentation  |  |
| Ability to write and set out ecological reports in a legible and concise manner, to meet a range of clients’ needs |  |
| Willing to travel to client offices and sites across London and the south-east |  |
| **Behavioural competencies and personal attributes** |  |
| Excellent written and verbal communication skills |  |
| Ability to maintain a high level of self-motivation, a driven and motivated approach to tasks |  |
| An excellent team player who can work on own initiative to plan and project manage workloads, an ability to build and maintain effective working relationships with all staff members |  |
| Problem solving skills, adaptable and an ability to use initiative |  |
| Adaptable and flexible approach to work to meet peaks in demands |  |
| Commitment to working in accordance with our equal opportunity, health & safety, safeguarding and lone working policies. |  |

An enhanced DBS (formerly CRB) check is *not* required for this role.