

## Person Specification

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JOB TITLE: Ecologist

| Factor                               | Criteria No | Criteria   | Ranking                   | Criteria to be tested by: |           |                    |                        |   |
|--------------------------------------|-------------|--|---------------------------|---------------------------|-----------|--------------------|------------------------|---|
|                                      |             |  | (Essential/<br>Desirable) | Application Form          | Interview | Practical Exercise | Certificate / Evidence |   |
| Education, Qualifications & Licenses | 1           | BSc in Ecology or closely related subject  | E                         | X                         |           |                    |                        | X |
|                                      | 2           | MSc in Ecology or closely related subject  | D                         | X                         |           |                    |                        | X |
|                                      | 3           | Min. 1 Protected Species Licenses - preferably bat   | E                         | X                         | X         |                    |                        | X |
|                                      | 4           | Tree Climbing & Aerial Rescue Level 2  | D                         | X                         |           |                    |                        | X |
|                                      | 5           | Associate CIEEM membership   | E                         | X                         |           |                    |                        | X |
|                                      | 6           | Associate Association of Environmental & Ecology Clerk of Works  | D                         | X                         |           |                    |                        | X |
| Experience                           | 7           | Min. 2 yrs. experience of working in ecological consultancy field  | E                         | X                         | X         | X                  |                        |   |
|                                      | 8           | Minimum 1 year working as an Ecological Clerk of Works   | E                         | X                         | X         |                    |                        |   |
|                                      | 9           | Writing proposals/quotes   | D                         | X                         | X         |                    |                        |   |
|                                      | 10          | Utilising GIS  | E                         | X                         | X         |                    |                        |   |
|                                      | 11          | Undertaking Preliminary Ecological Appraisals and protected species surveys  | E                         | X                         | X         | X                  |                        |   |
|                                      | 12          | Working with clients & sub-contractors   | E                         | X                         | X         |                    |                        |   |
|                                      | 13          | Production of European Protected Species Mitigation Licence documentation  |                           |                           |           |                    |                        |   |
|                                      | 14          | Project management including financial   | D                         | X                         | X         | X                  |                        |   |
| Knowledge                            | 15          | Development Planning Regime  | D                         | X                         | X         | X                  |                        |   |
|                                      | 16          | The UK and EU regulatory and legislative framework for nature conservation & water quality   | E                         | X                         | X         | X                  |                        |   |
|                                      | 17          | Understanding of Ecological Impact Assessment (EclA)   | D                         | X                         | X         | X                  |                        |   |
|                                      | 18          | Bat ecology survey and mitigation methods  | E                         |                           | X         | X                  |                        |   |
|                                      | 19          | Freshwater ecology survey methods  | D                         | X                         | X         |                    |                        |   |
| Personal Skills                      | 20          | Strong time management and personal organisation   | E                         | X                         | X         | X                  |                        |   |
|                                      | 21          | Good communication skills (both written and verbal) to a high standard of fluency  | E                         | X                         | X         | X                  |                        |   |
|                                      | 22          | Excellent report writing skills  | E                         | X                         | X         | X                  |                        |   |
|                                      | 23          | Ability to maintain confidentiality as required.   | E                         | X                         | X         |                    |                        |   |
|                                      | 24          | Flexible and can do attitude   | E                         | X                         | X         |                    |                        |   |
|                                      | 25          | Strong team player   | E                         | X                         | X         |                    |                        |   |
|                                      | 26          | Ability to use own initiative and work under pressure  | E                         | X                         | X         |                    |                        |   |
| Additional Requirements              | 27          | An ecological specialism with a direct business application (e.g. aquatic invertebrates, botany, ornithology, bats, macrophytes, linear development mitigation/compensation etc) | E                         | X                         | X         |                    |                        |   |
|                                      | 28          | Experience of using social media   | E                         | X                         | X         |                    |                        |   |
|                                      | 29          | CSCS card  | D                         | X                         | X         |                    |                        |   |
|                                      | 30          | Prepared to undertake regular work out of hours and work away from home  | E                         | X                         | X         |                    |                        |   |
|                                      | 31          | Full driving licence   | E                         | X                         |           |                    |                        |   |
|                                      | 32          | An appreciation of and commitment to Health and Safety issues in the workplace including risk assessments  | E                         | X                         | X         |                    |                        |   |