**POST TITLE: Principal or Senior Ecologist** (f/t, 37.5 hrs per week)

**LOCATION:** 11 Enterprise Court, Crosland Park, Cramlington, Northumberland, NE23 1LZ

**LINE MANAGER:** Executive Director

**SALARY:** Up to £42k per annum

**JOB ROLE:**

To lead by example and support, facilitate and enable oneself and the EcoNorth team (and EcoÉireann team as required) to deliver excellent ecological work in a proactive manner that gives skill, knowledge and inspires confidence. You will undertake fee proposals, ecological surveys, subcontractor management, report writing, technical reviewing of colleagues’ work and project management to a high standard on a commercial basis for ecological contracts (especially large complex schemes), contributing to the operation of a profitable, sustainable business. To deal with clients and colleagues in a professional, competent and friendly manner and deliver work safely, adhering to and taking a lead role in implementing EcoNorth’s Quality, Health & Safety, and Environmental Management systems at all times.

**JOB RESPONSIBILITIES:**

1. **Technical Leadership** – to ensure that all EcoNorth’s work is undertaken effectively, efficiently and to the

highest standard by:

a. Ensuring all surveys/advice conform to best practice and legislation etc.

b. Cascading information on ecology issues and legislation to team on a regular and systematic basis with

 annual reviews.

c. Leading on proposals for new work ensuring that they are competitive, deliverable, accurate and

 profitable, specifically on complex and/or large value contracts to meet each client’s brief.

1. Empowering staff to compile technical reports and undertake robust and technically accurate reviews that are positively communicated in a timely manner, to ensure we provide an excellent technical service.
2. **Business Development**

a. Working alongside the Executive Director to build relationships with new clients that lead to profitable projects.

b. Developing and securing new work, especially large scale, complex projects.

c. Working alongside others within the Wildlife Trust Consultancies network, to help resource projects both WTC-wide and within EcoNorth.

1. **Staff Line Management**

a. Providing guidance on individual development to create a rounded team of Ecologists.

b. Improving technical knowledge through a well-planned/communicated programme of activities and on

 the job training.

1. **Project Management –** manage all aspects of a diverse range of ecology/conservation projects including

financial, health & safety, technical and resourcing:

a. Managing own projects – including planning, delivering, monitoring (especially financial position to ensure profitability) and communicating to team in appropriate and timely fashion using systems in place.

b. Overseeing/supporting/facilitating other team members’ projects in conjunction with Line Manager.

c. Planning for new projects using existing and any new project management tools and systems as directed

 by Line Manager.

d. Liaising with clients to ensure they are well informed and believe they have received an excellent service.

1. **Project Delivery –** coordinate and deliver a range of projects, especially the more complex projects including, but not exclusively:

a. Ecological Impact Assessments.

b. Extended Phase 1 Habitat Surveys / UK HAB surveys.

c. Ecological Management Plans and Habitat Creation Plans.

d. Protected Species (with a minimum of two specialisms).

e. Habitat Regulation Assessments.

f. Biodiversity Net Gain (BNG) assessments.

g. Protected species license works and applications.

**GENERAL REQUIREMENTS:**

To maintain a positive attitude, internally and externally, that allows EcoNorth to flourish:

* To work as a team member and share expertise, knowledge and learning with colleagues.
* To have an awareness and appreciation that, as the trading company of Northumberland Wildlife Trust, the

majority of profits generated by EcoNorth are donated to the Trust to enable it to achieve its charitable

aims and objectives.

* To ensure that all EcoNorth activity is treated with commercial sensitivity and that the details of projects

and clients are treated with the utmost confidentiality.

* To ensure that all activities are undertaken in accordance with EcoNorth’s Health & Safety policy and

procedures, and in particular that risk assessments are completed appropriately and fully.

* To manage personal time and project delivery in an organised and proactive manner to ensure the smooth

delivery of projects and the running of EcoNorth.

**EQUAL OPPORTUNITIES:**

EcoNorth is committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, marriage and civil partnership, race, religion or belief, political beliefs, dietary choices, membership or non-membership of a trade union or any other characteristic unrelated to the performance of the job.