

## Job Description

### Principal Ecologist

#### Main purpose of the role

Role Structure	Role Details
Directorate:	Economy & Environment
Grade:	HC9
Location:	Plough Lane
Responsible to:	Natural Environment Team Leader

- To lead a team of technical officers to promote ecological conservation, enhancement and proper management of the wider natural environment, across both council owned estates and the county as a whole.
- To act as a principal adviser in relation to Ecology and Biodiversity Net Gain, providing technical advice both internally and externally.
- To provide technical advice to both Planning and the Nutrient Mitigation lead on Ecological matters.
- To provide conservation advice and the development of best practice in relation to these matters.

#### Dimensions:

Responsible for line managing Ecology staff and deputising for the Natural Environment Team Leader in respect of these technical areas as and when necessary. Managing temporary staff and consultants as required.

#### Key relationships/Functional links with:

Internal: Herefordshire Biological Record Centre (HBRC), Natural Environment, Built Environment, Sustainability and Climate Change, Development Management Team, Planning Enforcement, Forward Plans, Neighbourhood Planning, Parks, Highways & Transportation, Legal, Councillors, Balfour Beatty Living Places.

External: Natural England, Environment Agency, Local Nature Partnerships, Wye and Usk Foundation, Herefordshire Wildlife Trust, Malvern Hills & Wye Valley National Landscapes, town and parish councils; applicants; developers; agents; contractors.



Key Duties and Responsibilities	Frequency of Task
<ul style="list-style-type: none"> <li>To line manage a team of Ecologists.</li> </ul>	<ul style="list-style-type: none"> <li>Continuously</li> </ul>
<ul style="list-style-type: none"> <li>To manage, oversee and undertake Ecology casework (planning consultation responses), particularly in respect of major and/or complex applications and contribute to strategic approaches on ecological issues.</li> </ul>	<ul style="list-style-type: none"> <li>Continuously</li> </ul>
<ul style="list-style-type: none"> <li>To work with other teams within the service (Building Conservation, Archaeology, Herefordshire Biological Records Centre), other council services and partners to develop and implement opportunities to conserve the natural environment.</li> </ul>	<ul style="list-style-type: none"> <li>Continuously</li> </ul>
<ul style="list-style-type: none"> <li>To provide specialist advice in relation to Ecology and to take a lead role in planning decisions on complex ecological cases.</li> </ul>	<ul style="list-style-type: none"> <li>Weekly</li> </ul>
<ul style="list-style-type: none"> <li>To ensure the effective provision of advice about the wider natural environment both internally and externally.</li> </ul>	<ul style="list-style-type: none"> <li>Daily</li> </ul>
<ul style="list-style-type: none"> <li>To act as an expert witness (Ecology) at hearings and inquiries and to the courts as necessary, providing proofs of evidence</li> </ul>	<ul style="list-style-type: none"> <li>As necessary</li> </ul>
<ul style="list-style-type: none"> <li>To ensure high quality and consistent advice is provided from the Natural Environment team to Forward Plans and Development Management, including enforcement, within agreed performance criteria.</li> </ul>	<ul style="list-style-type: none"> <li>Continuously</li> </ul>
<ul style="list-style-type: none"> <li>To contribute to the management of records regarding Ecology and Biodiversity Net Gain.</li> </ul>	<ul style="list-style-type: none"> <li>Frequently</li> </ul>
<ul style="list-style-type: none"> <li>To co-ordinate the provision of holistic, high quality natural environment advice to other council departments in support of conservation and sustainable development</li> </ul>	<ul style="list-style-type: none"> <li>Frequently</li> </ul>
<ul style="list-style-type: none"> <li>To contribute to the development of a comprehensive nature strategy to address issues relating to the conservation and enhancement of the natural environment on council owned estates</li> </ul>	<ul style="list-style-type: none"> <li>As necessary</li> </ul>
<ul style="list-style-type: none"> <li>To deputise for the Natural Environment Team Leader in respect of Ecology matters as and when necessary</li> </ul>	<ul style="list-style-type: none"> <li>Occasionally</li> </ul>
<ul style="list-style-type: none"> <li>To prepare and present reports and advice to committees, panels and working groups as necessary.</li> </ul>	<ul style="list-style-type: none"> <li>Occasionally</li> </ul>

Key Duties and Responsibilities	Frequency of Task
<ul style="list-style-type: none"> <li>To represent the Natural Environment Team at public meetings and contribute to awareness raising of natural environment matters within the county.</li> </ul>	<ul style="list-style-type: none"> <li>As necessary</li> </ul>
<ul style="list-style-type: none"> <li>To support with the Council's ecological commitments within the Climate &amp; Ecological Emergency declaration, working with partners and government agencies to enhance local biodiversity</li> </ul>	<ul style="list-style-type: none"> <li>As necessary</li> </ul>
<ul style="list-style-type: none"> <li>To assist in securing funding, and when appropriate project manage initiatives which promote the conservation and enhancement of the natural environment.</li> </ul>	<ul style="list-style-type: none"> <li>As necessary</li> </ul>
<ul style="list-style-type: none"> <li>To maintain professional development in relation to own specialist technical area and the natural environment more broadly.</li> </ul>	<ul style="list-style-type: none"> <li>Continuously</li> </ul>
<ul style="list-style-type: none"> <li>To provide or facilitate appropriate training and education for members, staff and the public in connection with the natural environment</li> </ul>	<ul style="list-style-type: none"> <li>As necessary</li> </ul>
<ul style="list-style-type: none"> <li>To assist the Natural Environment Team Leader in undertaking service reviews and performance management, developing service plans and monitoring service delivery.</li> </ul>	<ul style="list-style-type: none"> <li>As necessary</li> </ul>
<ul style="list-style-type: none"> <li>To take such decisions commensurate with the level of the post and to take appropriate action on his/her own initiative.</li> </ul>	<ul style="list-style-type: none"> <li>As necessary</li> </ul>
<ul style="list-style-type: none"> <li>To carry out any other duties at an appropriate level as are deemed to lie within the remit of this post</li> </ul>	<ul style="list-style-type: none"> <li>As necessary</li> </ul>



## Person Specification

Requirements	Essential or Desirable	Identified by  A – Application I – Interview
<b>Qualifications and Training</b>		
<ul style="list-style-type: none"> <li>A minimum qualification of a BSc (Hons) in Ecology or equivalent.</li> </ul>	Essential	A
<ul style="list-style-type: none"> <li>Full member of CIEEM or capable of meeting this status.</li> </ul>	Essential	A
<b>Experience &amp; Knowledge</b>		
<ul style="list-style-type: none"> <li>Significant demonstrable experience of providing technical advice for Ecology and Habitats Regulations Assessment in relation to major and/or complex planning applications.</li> </ul>	Essential	A, I
<ul style="list-style-type: none"> <li>Experience of and / or willingness to lead on assessing the ecological impacts of nutrients of both projects and plans.</li> </ul>	Essential	A, I
<ul style="list-style-type: none"> <li>To contribute to developing strategic solutions, working in partnership with other interested parties.</li> </ul>	Essential	A, I
<ul style="list-style-type: none"> <li>Detailed knowledge and experience of applying UK and EU wildlife regulation and ecological best practice, supported by a working knowledge of planning policy.</li> </ul>	Essential	A, I
<ul style="list-style-type: none"> <li>Experience of managing networks; with working knowledge of partnering and contract management</li> </ul>	Essential	A, I

Requirements	Essential or Desirable	Identified by  A – Application I – Interview
<ul style="list-style-type: none"> <li>Experience of line managing staff.</li> </ul>	Essential	A, I
<ul style="list-style-type: none"> <li>Experience of dealing with multiple work streams and working to tight deadlines.</li> </ul>	Essential	A, I
<b>Skills and Abilities</b>		
<ul style="list-style-type: none"> <li>Ability to manage a team of ecologists and to promote the professional development of staff.</li> </ul>	Essential	A, I
<ul style="list-style-type: none"> <li>To act as the lead technical adviser for Ecology, coaching and mentoring the team on technical issues.</li> </ul>	Essential	A, I
<ul style="list-style-type: none"> <li>To oversee caseload management and co-ordinate consultation responses for the ecology team.</li> </ul>	Essential	A, I
<ul style="list-style-type: none"> <li>To liaise with colleagues in planning, the wider authority and external bodies including local nature partnerships as well as key stakeholders including Natural England and the Environment Agency.</li> </ul>	Essential	A, I
<ul style="list-style-type: none"> <li>To promote biodiversity across the organisation in line with the council's ambition to address the recently declared ecological emergency.</li> </ul>	Essential	A, I
<ul style="list-style-type: none"> <li>Driving licence and ability to travel throughout the county.</li> </ul>	Essential	A, I
<ul style="list-style-type: none"> <li>Ability to undertake site visits, including walking on rough terrain.</li> </ul>	Essential	A, I

All council staff have a duty to promote the welfare of children, young people, and adults with care and support needs at risk of abuse and neglect who cannot take steps to protect themselves. Ensuring you attend mandated safeguarding children and safeguarding adults training to enable you to recognise the concerning behavior, know how to talk about it, and consent/duty to share information effectively. You will also learn about the legalities and procedures the social care staff can take.

## Our Values and Behaviors

The council's THRIVE core values are our guiding principles and beliefs that shape our culture and behaviour within the council. They help us to achieve our Council Plan vision "do our best for Herefordshire" acting as our DNA and the "way that we do things around here". We expect all colleagues to act as a role model by living our values and setting an example for others. Our values strive to promote a thriving workforce by fostering a culture of trust, being honest and responsible, inclusive, valuing people and resources and leading with empathy.

**Trust** - Developing and maintaining relationships based on a culture of transparency and open communication. Supported by integrity and the confidence that you are reliable and fulfil commitments.

**Honesty** - Demonstrating truthfulness, integrity, and transparency in all communications, decisions, and relationships. Being trustworthy, reliable, and accountable for your actions. Acting with sincerity and fairness, even in challenging situations.

**Responsibility** - Taking ownership of individual and collective actions, decisions, and delivering on commitments. Being reliable, fulfilling obligations and being accountable for outcomes and results. Proactively contributing to the achievement of your own, the team and council goals.

**Inclusivity** - Embracing diversity, equity and inclusion by recognising and valuing the unique perspectives, backgrounds and experiences of our staff, customers and residents. Creating an environment where every individual is valued, respected and can belong.

**Value** - Upholding high standards, ethics and integrity to guide our actions and decisions. Demonstrating commitment to creating and delivering value in our work by recognising and appreciating each other, our resources, processes, customers, community and environment.

**Empathy** - Demonstrating a genuine and caring understanding of others' feelings, perspectives, and experiences. Listening attentively, acting with compassion, supporting with respect and kindness and considering the impact of our actions on others.

