



**Essex**  
Wildlife Trust

Abbotts Hall Farm  
Great Wigborough  
Colchester  
Essex  
CO5 7RZ

T 01621 862960  
@ admin@essexwt.org.uk  
[www.essexwt.org.uk](http://www.essexwt.org.uk)

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**We are the county's leading conservation charity, committed to protecting wildlife and inspiring a lifelong love of nature. Our climate is in crisis and nature needs our help. Together we can protect the future. Join us!**

Hello and thank you for your interest in the post of Lead Reserves Ecologist at Essex Wildlife Trust.

This is permanent/full time role. The salary for this post is £27,500 rising to £28,000 (after successful completion of probation). It is based at our Abbotts Hall headquarters but it will require travel around Essex and include home based and flexible working patterns.

This is a new post to meet our ambition to deliver the best conservation management on our nature reserves.

The EWT estate consists of approximately 8400ha across 89 sites and comprises a broad range of natural and semi-natural habitats. A primary purpose of managing this estate is to secure and increase biodiversity (habitats, species, and natural processes). We are committed to evidence-based management of our land. To do this we need sufficient and accurate ecological information to determine if our management interventions are securing and increasing biodiversity and we are maximising the potential of our sites.

You will lead on the challenge to design and deploy an innovative, effective common-sense ecological monitoring programme to generate the evidence and information we need to meet this commitment.

You will collate and present ecological monitoring information and will have the confidence and knowledge to support and advise land management colleagues and inform site management planning.

You will raise the profile of ecological monitoring (and species recording) within EWT and improve the skill base of our staff and volunteers.

To take forward this work you will assist in the recruitment and then line manage two assistant Reserves Ecologists (part time/seasonal).

You will have access to EWT resources including full ArcGIS on-line and our database of biological records and fieldwork equipment.

This is a very exciting and fascinating role. You will be based within the Landscape Conservation team and will be joining a very experienced, friendly, and supportive team of land managers and environmental professionals who are passionate about the work we do across natural and semi-natural habitats on a diverse range of EWT nature reserves.

The next ten years could be the most important in the history of nature conservation. Our EWT strategy leads on the themes of Protect, Inspire and Enable as we work to achieve #30by30. Our values are fundamental to who we are and how we operate – we are inspiring, collaborative united, professional and sustainable.

I really hope this role interests you and you'd like to join our team and play an integral role in furthering the aims of Essex Wildlife Trust. To apply, please complete the application form giving clear examples why you feel you are suited to the role. Please send this to [jobs@essexwt.org.uk](mailto:jobs@essexwt.org.uk) by Thursday 25th February 2021 at 5pm. Please title your application document with your full name.

Interviews will be held on Thursday 18<sup>th</sup> March 2021 and due to current restrictions, this will be virtually via Microsoft Teams or Zoom. Please contact me if you may have any issues with access to this technology.

For further information or an informal chat about the role please email me on [marki@essexwt.org.uk](mailto:marki@essexwt.org.uk)

Thank you for your interest in this role. I look forward to receiving your application. We respond to all applicants so you will hear from us within a week of the closing date.

Yours faithfully

A handwritten signature in black ink, appearing to read 'M Iley'.

**Mark Iley**  
**Landscape Conservation Development Manager**

## **Essex Wildlife Trust Job Description & Person Specification**

### **Job Description**

**Job Title:** Lead Reserves Ecologist

**Location:** Abbots Hall / Home working / sites across Essex

**Reports To:** Landscape Conservation Development Manager

**Job Purpose:** To lead on the design and deployment of innovative effective common-sense ecological monitoring programme across EWT landholdings, raise the profile and skill base of ecological monitoring and collate and present information to contribute to site management, planning and for use in the wider organisation.

You will be based within the Landscape Conservation team and work with managers, staff and volunteers across the organisation.

You will lead on the challenge to design and deploy an innovative, effective common-sense ecological monitoring programme to generate the evidence and information we need to undertake evidence-based site management.

You will collate and present ecological monitoring information and will have the confidence and knowledge to support and advise land management colleagues and inform site management planning.

You will support the team to raise the profile of ecological monitoring (and species recording) within EWT and improve the skill base of our staff and volunteers.

You will assist in the recruitment and then line manage two Assistant Reserve Ecologists (part time/seasonal).

#### **Key tasks:**

1. Lead on the challenge to design and deploy an innovative, effective common-sense ecological monitoring programme to generate the evidence and information we need to undertake evidence-based site management.
2. Collate and present ecological monitoring information and will have the confidence and knowledge to support and advise land management colleagues and inform site management planning.
3. Support the Landscape Conservation team to raise the profile of ecological monitoring (and species recording) and improve the skill base of our staff and volunteers.
4. You will assist in the recruitment and then line manage two Assistant Reserves Ecologists (part time/seasonal).
5. Work effectively with colleagues across the organisation and demonstrate the Trust's core values of being Inspiring, Collaborative, United, Professional and Sustainable
6. Manage relationships with internal and external stakeholders, including staff, volunteers, local authorities, community groups and potential funders, providing key information and updates as appropriate.
7. Work within the project budget and ensure accurate and timely reporting.

8. Undertake monitoring and evaluation of the success of the project against delivery aims and KPI's.
9. Support and work with the Communications Team to create and deliver inspiring and engaging social media, print, radio and TV content throughout the year.
10. Promote and protect the Essex Wildlife Trust brand.
11. Undertake any other duties assigned by the Line manager that are within the scope of the role and the contract of employment.

## **Person Specification**

### **Specialist knowledge, experience, and behaviours:**

#### **Essential**

1. Degree (or equivalent) in Ecology/Nature Conservation or relevant experience in a similar field.
2. Excellent habitat assessment skills with experience of Phase 1& 2 and knowledge of NVC with broad knowledge of lowland grassland, woodland, urban, freshwater and coastal habitats
3. Excellent bird and botanical identification skills with broad knowledge of other taxa
4. Experience of bird survey and monitoring, ideally BTO breeding bird and O'Brien & Smith methodologies
5. Experience of ecological data gathering and collation and reporting
6. Knowledge of mapping, ArcGIS online and interpreting aerial and LIDAR imagery
7. Experience of managing staff and/or volunteers
8. Knowledge of H&S legislation relating to nature conservation activities with experience of remote and lone working
9. A broad knowledge of nature conservation legislation including protected sites and protected species legislation, licensing, and mitigation
10. A passion for wildlife and conservation and an awareness of the key challenges facing conservation charities and the natural environment.
11. A high level of computer literacy and competence using the Microsoft Office suite and other presentation software.
12. A confident problem solver with a capacity for innovation and a willingness to take on responsibility, use initiative and be adaptive; and the ability to work both individually and in an internal and external team environment.
13. Outstanding organisational skills and the ability to handle multiple projects simultaneously whilst meeting deadlines and objectives.
14. Has excellent verbal and written communication skills with strong attention to detail and the ability to communicate and influence a range of audiences in person, on social media, via written pieces, on the radio and TV.

15. Proactive and enthusiastic with a willingness to take personal responsibility to achieve goals.
16. Open to sharing knowledge and with enthusiasm to support the learning and upskilling of staff and volunteers
17. UK driving licence and use of a vehicle (EWT pool vehicles are available for work related activities)
18. Physical ability to access sites and undertake site investigation
19. To undertake any other duties which are commensurate with the role.

### **Additional information**

- This is a permanent full-time role.
- The role at times may require some unsocial hours, evening and weekend working (with time off in lieu).
- The role requires the ability to work from home
- The role requires an interest in working for a charity that is determined to protect wildlife for the future and for the people of Essex.
- The role requires the ability to drive, including a full driving licence and use of a vehicle, though pool vehicles may sometimes be available.
- The role is based at Abbots Hall Farm, Essex, but requires regular travel across the county and beyond to other sites. Mileage is paid for extra travel.
- If not held, passing a First Aid certificate will be required within the first 3 months of employment.

### **EWT rewards:**

- Salary reviewed bi-annually against the market with cost of living consideration annually
- Pension of 3% from you and 5% from EWT
- Annual leave starting at 25 days, rising by one day a year to a maximum of 28 days + bank holidays
- Employee Assistance Programme offering advice to staff and their families on a variety of topics and including counselling
- Sick pay increasing with length of service
- Maternity, paternity and adoption pay
- Staff days and staff social
- Merit award scheme (staff nomination of colleagues for awards)
- Regular performance development meetings
- 10-20% discount in EWT centres
- Professional and developmental training
- Role related professional membership paid
- Able to attend 2 wildlife courses per annum
- The satisfaction of making a difference through working for a conservation charity