



Essex
Wildlife Trust

Ecologist (Consultancy)

About Essex Wildlife Trust

We are the county's leading nature conservation charity, committed to protecting wildlife and inspiring a lifelong love of nature, and one of the largest Wildlife Trusts in the UK.

This is the most important decade in the history of nature conservation and an exciting time to be joining us. If we are to tackle the climate crisis and the ecological crisis, we need the best people to rally around the cause.

Our values run through everything we do: we are Impactful, Collaborative, United, and Proactive.



The Role

We are the Essex Wildlife Trust's ecological consultancy delivering sustainable solutions for biodiversity, development, and conservation across Essex and the South East.

We are seeking an experienced **Ecologist** to join our growing ecology team. You will play a key role in managing ecological surveys, leading projects, mentoring junior staff, and providing expert advice to clients. This is an excellent opportunity for someone looking to progress their career in a supportive and forward-thinking consultancy.





About Essex Ecology and Essex BNG & Green Finance

Essex Ecology is the Trust's ecology consultancy. A commercial subsidiary, which provides essential income for the Trust and helps achieve our mission for a wilder Essex. We are an organisation going through a period of exciting growth.

Essex BNG and Green Finance is a newly formed subsidiary, which supports our ambition to generate income from our land holdings and estate across Essex.

Both subsidiaries are managed by a Business Manager, with whom you will work closely to maximise our impact and success.





Job Description

Job Purpose

As part of Essex Ecology, the ecological consultancy of Essex Wildlife Trust, the Ecologist will play a vital role in supporting biodiversity monitoring, ecological assessments, and nature recovery delivery across Essex. You will contribute to our consultancy's commercial success by delivering high-quality ecological services, while supporting our parent charity's conservation objectives.

Working alongside Essex BNG and Green Finance Ltd, our partner subsidiary, you will help realise the Trust's strategic ambition to deliver landscape-scale nature recovery and Biodiversity Net Gain (BNG) through consultancy, advisory and monitoring work.

In addition to fieldwork and advisory responsibilities, this role requires excellent management of client relationships, report delivery and administrative follow-up, with the support of a dedicated administrator. The post-holder will be expected to manage their workflow with efficiency, respond promptly to customer queries, and uphold high standards in all written outputs and project documentation.

Key Responsibilities

- Ecological Survey & Monitoring
- Provide expert ecological advice to clients, including developers, landowners and planning authorities.
- Produce high-quality technical reports, mapping and data summaries.
- Conduct habitat and species surveys across project sites.
- Interpret BNG surveys into reports and prepare metric 4.0 calculations.
- Support ecological monitoring using methods including eDNA sampling, drone surveys, bioacoustics, and fixed-point photography.

- Support delivery of habitat creation and restoration schemes on both Trust and client-owned land.
- Feed into ecological strategy development for Essex Wildlife Trust projects and land acquisition assessments.
- Use QGIS for spatial analysis and visualisation.
- Maintain robust data management practices and contribute to knowledge sharing.
- Represent Essex Ecology at external meetings, stakeholder events and public workshops.
- Support internal training.
- Assist in the development and delivery of species reintroductions and protected species mitigation.
- Work closely with colleagues in Essex BNG and Green Finance Ltd on BNG unit delivery and monitoring.

Person Specification

Experience:

Essential

- 3+ years of ecological experience (consultancy).
- Proven ability to manage clients, reporting and administrative tasks efficiently, ensuring timely delivery and professional communication.
- BNG baseline surveys, reports and metric 4.0 calculations
- Strong ID skills and familiarity with UKHab
- GIS proficiency (QGIS preferred).
- Excellent report writing and analytical skills.
- CIEEM membership or eligibility.
- Full driving licence and access to a vehicle.
- Genuine enthusiasm for evidence-led conservation and consultancy work.

- Relevant degree or postgraduate qualification.
- Protected species licences (e.g. bats, GCN, dormouse).

Desirable

- Experience working with local planning policy and biodiversity legislation.
- Familiarity with ecosystem services and natural capital concepts.
- Drone, H&S, or CSCS certification.

Skills:

Collaboration

- Makes a positive contribution to the business, supporting colleagues with their day-to-day work
- Establishes constructive and collaborative relationships with all colleagues and acts as a trusted ambassador
- Helps to build a sense of team spirit across both businesses, encouraging shared ownership of objectives and deliverables

Problem solving

- Identifies potential problems and difficulties, along with their causes, generating workable solutions and making informed decision based on good judgement
- Accurately interprets relevant data to support organisational decision-making and delivery of key tasks
- Has experience of locating and synthesising information quickly

Professionalism

- Produces accurate and high-quality work, with excellent attention to detail
- Ensures a high-quality, consistent approach to administration and governance
- Establishes trust through demonstrating sensitivity, discretion and adherence to confidentiality

Determination

- Is driven to contribute to a high-performing, high-impact organisation
- Demonstrates commitment to the organisation and task completion
- Keeps track of own progress, completing work to deadlines and, where necessary, informing others when targets cannot be met
- Maintains enthusiasm and commitment to deliver results in the face of difficulties
- Remains calm and measured, even when challenged

Communication

- Identifies the key points to communicate on any interaction, selecting the right channel for the message and audience
- Makes recommendations for improvements in practice, process and policy in the pursuit of high performing teams
- Produces written communication that is clear and concise, and tailored to intended recipients

Planning

- Plans and monitors executive workload, offering support when needed

- Plans key meetings in advance, using Forward Plans where available
- Identifies optimum working methods, reviewing methods on an ongoing basis
- Prioritises, organises, plans and schedules activities and resources

Additional information

- The role entails some evening and weekend working.
- The role requires regular lone-working and working outdoors in relatively remote sites in a wide range of weather conditions.
- 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 will be available.
- The role is based at Abbots Hall Farm, Great Wigborough, Essex, but requires regular travel across the county and beyond, with mileage paid for additional travel.
- If not held, passing a First Aid certificate will be required within the first 3 months of employment





Terms

This role is a permanent position.

The hours of work are 37.5 hours per week (Monday to Friday from 9am to 5pm) with a starting salary of £30,000 to £35,000 per annum. The base of work will be Abbotts Hall, Great Wigborough. Essex Wildlife Trust offers flexible homeworking arrangements. Further details of the hybrid-working arrangements will be shared at interview.

Annual leave entitlement starts at 26 days per annum increasing annually to 29 days plus Bank Holidays. We provide company sick pay increasing with length of service, an employee assistance programme, a combined 8% contribution pension scheme, staff social days, colleague nomination scheme and discounts in our Nature Discovery Centres.

How to Apply

Please complete an online application form on our website by 5pm on **Monday 13 October**. Interviews will be held on **Thursday 23 October** at Abbotts Hall. If you would like an informal chat about the role, please feel free to contact [**jobs@essexwt.org.uk**](mailto:jobs@essexwt.org.uk)

Thank you for your interest in this position and we look forward to receiving your application.

Naomi Andrews

Business Manager – Ecology Services and Green Finance

