

# Role Profile

## Part A - Grade & Structure Information

<b>Job Family Code</b>	<b>9RT</b>	<b>Role Title</b>	<b>Ecologist</b>
<b>Grade</b>	PS9	<b>Reports to (role title)</b>	<b>Natural Environment Strategic Lead</b>
		<b>Directorate/School</b>	<b>Environment, Transport &amp; Infrastructure</b>
<b>JE Band</b>	314-370	<b>Service / Department</b>	<b>Greener Futures</b>
		<b>Date Role Profile created</b>	<b>Jun-23</b>

## Part B - Job Family Description

The below profile describes the general nature of work performed at this level as set out in the job family. It is not intended to be a detailed list of all duties and responsibilities which may be required. The role will be further defined by annual objectives, which will be developed with the role holder. The Council reserves the right to review and amend the job families on a regular basis.

<b>Role Purpose</b> including key outputs	<p>The Ecologist will play an integral role within the team to help deliver the biodiversity duties of the council. The post holder will work closely with other members within Natural Environment / Greener Futures as well as other departments such as Planning, Countryside Estates, Flooding, Highways and Land and Property. The projects across the council are diverse, ranging from natural flood alleviation schemes (nature-based solutions), improving biodiversity on highways verges, assessment of council owned land for Biodiversity Net Gain Habitat banking and nature recovery projects. The council are looking to expand their in-house ecology capabilities and this role will be integral to growing the ecological services that the council provide. Key aspects of this role will include:</p> <ul style="list-style-type: none"> <li>• Undertaking ecology surveys and reporting.</li> <li>• Providing in-house ecological advice.</li> <li>• Advising on ecological aspects of planning applications (as well as pre-application responses).</li> <li>• Supporting the council's biodiversity policies (such as BNG) and collaborative / partnership working on strategic projects (e.g. highway verges).</li> <li>• Assisting the team with delivery of the Local Nature Recovery Strategy (LNRS). For example, data review and reviewing statements for 'biodiversity priorities' for Surrey.</li> </ul>
<b>Work Context</b>	<p>Surrey is an ecological diverse county with national and internationally important habitats such as heathland, chalk grassland and ancient woodland. Biodiversity loss within Surrey is mirroring the UK trend but at an elevated rate (Surrey State of Nature report, 2019). The council is the responsible authority for delivering the Surrey Local Nature Recovery Strategy (LNRS), a requirement introduced by the Environment Act, 2021. The LNRS will play an integral role in reversing biodiversity decline by directing investment in habitat creation and restoration across Surrey via BNG offsets and Environmental Land Management Schemes amongst others. In addition, with mandatory BNG coming into force from November 23 onwards, the Council also has a key role to fulfil with regards to this duty for both the councils own developments but also as the Minerals and Waste Planning authority. At least three local districts and boroughs within Surrey are striving for 20% BNG, supported by the Surrey Nature Partnership. The role sits within the Greener Futures team within the Environment Service, which has an ambitious Climate Change Strategy and Delivery Plan. Working closely with the other team members of Natural Environment, you will play a critical role with embedding biodiversity recovery into all relevant work of the council. The role will be expected to do some office working (a minimum of two days a week is encouraged) as well as travel to other offices and places within the county for meetings as well as ecology surveys. Some evening and early morning work will be required to carry out ecology surveys.</p>

<b>Line management responsibility</b> if applicable	No line management responsibilities however the post holder will be expected to lead ecology surveys and manage and mentor volunteers or other colleagues in other departments who are helping out on surveys.
<b>Budget responsibility</b>	No budget responsibility.
<b>Representative Accountabilities</b> Typical accountabilities in roles at this level in this job family	<p>Planning &amp; Organising</p> <ul style="list-style-type: none"> <li>• Deliver projects and/or audits within a defined area of work as directed to input to relevant strategies and contribute to the delivery of directorate objectives.</li> </ul> <p>Policy and Compliance</p> <ul style="list-style-type: none"> <li>• Input as required to the development of strategies and policies.</li> <li>• Provide guidance and support to stakeholders as required to ensure policy and specification compliance.</li> </ul> <p>People &amp; partnerships</p> <ul style="list-style-type: none"> <li>• Deliver high quality technical advice/ services engaging a range of stakeholders.</li> <li>• Liaise, communicate and build relationships with other departments, customers, partner organisations, agencies and/or contractors to engage and consult on plans or projects as appropriate.</li> <li>• May manage a team to deliver standardised processes and ensure all officers are appropriately supervised, managed and trained.</li> </ul> <p>Resources</p> <ul style="list-style-type: none"> <li>• Ensure that work and projects are delivered within agreed resources and assist with budget/resource management in accordance with organisational policies and procedures.</li> <li>• May have delegated responsibility for a budget(s).</li> </ul> <p>Analysis, Reporting &amp; Documentation</p> <ul style="list-style-type: none"> <li>• Assess data and conduct analysis in a technical area, presenting results and putting forward recommendations to support decision making.</li> </ul> <p>Duties for all</p> <p>Values: To uphold the values and behaviours of the organisation.</p> <p>Equality &amp; Diversity: To work inclusively, with a diverse range of stakeholders and promote equality of opportunity.</p> <p>Health, Safety &amp; Welfare: To maintain high standards of Health, Safety and Welfare at work and take reasonable care for the health and safety of themselves and others. To have regard to and comply with safeguarding policy and procedure as appropriate.</p>
<b>Education, Knowledge, Skills &amp; Abilities, Experience and Personal Characteristics</b>	<ul style="list-style-type: none"> <li>• Appropriate technical qualification at Degree, HND or HNC level.</li> <li>• May require a specialist technical qualification or membership of an appropriate professional institution.</li> <li>• Sound understanding of subject matter, legislation, principles and practices relevant to the technical area.</li> <li>• Ability to apply project management principles and techniques to manage a range of projects through to completion.</li> <li>• Practical or professional experience and understanding of a specialist area or supporting service teams and/or providing support to the public.</li> <li>• Ability to work on own initiative, with solution focused problem solving skills.</li> <li>• Proven written and oral communication with the ability to engage and work in collaboration with others.</li> <li>• Comprehensive knowledge of computerised business systems.</li> </ul>

<p><b>Details of the specific qualifications and/or experience if required for the role in line with the above description</b></p>	<p>Education, Training and Work Qualifications</p> <ul style="list-style-type: none"> <li>• Degree in a relevant discipline and relevant work experience (at least 2-3 years work experience highly desirable)</li> <li>• Graduate or Associate membership of CIEEM (or applicable to apply immediately)</li> <li>• Habitat / botanical survey experience. Experience with undertaking UK Hab surveys and habitat condition surveys to support BNG.</li> <li>• Experience with a wide range of surveys for protected species. At least one survey class licence for protected species highly desirable</li> <li>• Excellent report writing skills with ability to adapt written style to suit different audiences / purposes.</li> <li>• Excellent organisational and time management skills, with a commitment to meeting deadlines.</li> </ul> <p>Knowledge</p> <ul style="list-style-type: none"> <li>• Excellent understanding of ecological survey methodologies and industry guidance.</li> <li>• Confident with assessing ecological impacts and applying the mitigation hierarchy</li> <li>• Good knowledge and application of biodiversity legislation and planning policy in Surrey and England.</li> <li>• Excellent communications skills – able to explain ecological requirements clearly and concisely to different audiences.</li> <li>• Knowledge of the main pressures / threats to Surrey’s Biodiversity and understanding of common challenges / conflicts which arise for ecology, land management and development.</li> <li>• Ability to work within a team (both immediate and wider), and willingness to work collaboratively across teams to meet common goals.</li> <li>• Good IT skills including use of MS office (Word, Excel, database management systems, PowerPoint). Experience of GIS (ArcMap) desirable.</li> </ul>
<p><b>Role Summary</b></p>	<p>Roles at this level are technical specialists professionally qualified in their specialist area. They will provide technical and regulatory guidance and advice to a range of stakeholders in order to assess and mitigate risk and monitor and ensure compliance with relevant requirements. They will have a fair degree of autonomy and work closely with a range of technical and non technical stakeholders. Forward planning could be for months ahead and the role will contribute to longer-term development.</p>
<p><b>Reference Number</b></p>	<p><b>BM-2023-260</b></p>