

## Job Description

<b>Ecologist</b>	
<b>Grade</b>	E
<b>Directorate</b>	Operations
<b>Place of Employment</b>	Yare House, Norwich

### Main Purpose of the Job:

Provide technical expertise and logistic support for the integrated management of the Broads, with particular focus on nature conservation interests in accordance with Authority plans and strategies which guide the team's work and through the provision of expert ecological advice to the Authority's statutory planning function.

### Main Activities and Responsibilities:

1. Assist in the implementation of projects and policy measures to deliver the Authority's strategic plans and so protect, restore and enhance the ecological condition and biodiversity of habitats in the Broads, in line with European Water Framework Directive and national targets for SSSIs. Arranges the execution of specific restoration projects; and delivery of site-specific management plans using Authority staff, or contractors. Includes provision of technical input to the development of strategies including Sediment Management, Lake Restoration and Fen Management and the Broads Biodiversity Action Plan.
2. Carry out ecological and environmental monitoring, survey work and data collation, ensuring that findings are reported widely to inform site management, works mitigation and restoration prioritisation. Close liaison with external bodies who own environmental and ecological data, and partner organisations is required. Responsibilities include carrying out routine ecological monitoring and surveys, such as the annual aquatic plant survey; protected species surveys to ensure appropriate mitigation for Broads Authority operational activities; and other survey work as directed to support and evaluate implemented management techniques.
3. Ensure that the necessary nature conservation provisions & safeguards are integrated within the management of the Broads through commenting on planning applications & other documents as required.
4. Sign off completion on all relevant site works carried out by the Construction and Maintenance teams and external contractors, ensuring adherence to specifications, and agree and record amendments to programmes with Supervisors as required.
5. Contribute to development of project files, including provision of information such as site survey, ecological information, mitigation measures, risk assessments including site-specific conditions and health and safety plans, landowner details and consultation responses as required.

6. Assist in ensuring that the necessary conservation provisions and safeguards are integrated within the management of the Broads, through Environmental Impact Assessment and the development of standards, procedures and prescriptions applying to all practical works.
7. To work flexibly across the teams as required by operational need and to carry out other duties appropriate to the nature and grade of the post, as directed by the Ecology and Design Supervisor and Head of Construction and Maintenance

### **Key Relationships:**

1. Reports directly to the Ecology and Design Supervisor
2. Liaises with other Broads Authority personnel including, Construction and Maintenance teams, Ranger team and Strategy and Projects team, in the delivery of conservation objectives, as part of a consistent and integrated approach to managing The Broads
3. Liaises with the boating and general public, including riverside business owners, landowners, Environment Agency, Natural England and Non-Governmental Organisations (NGOs).

## Person Profile

Specification	Essential	Desirable
<b>Education &amp; Qualifications</b>	<ul style="list-style-type: none"> <li>▪ Relevant Environmental Degree or equivalent qualification.</li> <li>▪ Current driving licence.</li> <li>▪ Associate membership of Chartered Institute of Ecology and Environmental Management</li> </ul>	<ul style="list-style-type: none"> <li>▪ Practical experience in wetland conservation management.</li> </ul>
<b>Specialist Knowledge &amp; Skills</b>	<ul style="list-style-type: none"> <li>▪ Understanding of environmental and conservation issues relation to wetland and aquatic ecosystems</li> <li>▪ Good understanding of nature conservation legislation including local, national &amp; European especially in relation to planning</li> <li>▪ Good knowledge of statistical principles and their application in ecological surveys and monitoring</li> <li>▪ Advanced Knowledge and experience in undertaking ecological surveys of aquatic and wetland systems.</li> <li>▪ Good IT skills</li> <li>▪ Knowledge of GIS and its application</li> </ul>	<ul style="list-style-type: none"> <li>▪ Ability to analyse water quality by physical and chemical means</li> <li>▪ Ability to understand and interpret hydrological processes</li> </ul>
<b>Mental Skills</b>	<ul style="list-style-type: none"> <li>▪ Analytical, judgemental, creative and developmental skills required to produce varied information to assess effectiveness of previous and current initiatives.</li> <li>▪ Ability to analyse a wide range of complex ecological data and generate statistically robust information on historic and ongoing changes to wetland and aquatic systems and to guide restoration projects and management over the medium term (1-3 years).</li> </ul>	

Specification	Essential	Desirable
<b>Interpersonal &amp; Communication Skills</b>	<ul style="list-style-type: none"> <li>▪ Developed communication, interpersonal and presentation skills necessary to exchange orally and in written reports or letters varied information and guidance to a range of audiences, including presentation of complex information to non-specialists.</li> <li>▪ Ability to relate well to partner organisations, waterway user groups, landowners and members of the public.</li> </ul>	
<b>Physical Skills</b>	<ul style="list-style-type: none"> <li>▪ Normal driving skills.</li> <li>▪ Ability to safely use small boats (rowing and outboard-powered).</li> <li>▪ Ability to use a keyboard with precision and speed.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Experience in handling small boats and knowledge of safety requirements.</li> <li>▪ Towing livestock</li> </ul>
<b>Initiative &amp; Independence</b>	<ul style="list-style-type: none"> <li>▪ Work within recognised procedures, having to make frequent decisions with access to senior officers that may require/benefit from initiative in their interpretation</li> <li>▪ Ability to work independently and as part of teams to help deliver conservation information for Authority strategies and projects.</li> </ul>	

Specification	Essential	Desirable
<b>Physical Demands</b>	<ul style="list-style-type: none"> <li>▪ Ongoing physical effort is necessary for routine work using a keyboard, participation in meetings.</li> <li>▪ High physical effort is necessary for regular fieldwork in wet/humid/muddy conditions: piloting and mooring (including mud weighting) small boats; and deploying equipment to sample water, sediment, soil, biota or vegetation, surveying vegetation, handling livestock: and occasionally moving bulky fencing to remote locations.</li> </ul>	
<b>Mental Demands</b>	<ul style="list-style-type: none"> <li>▪ Lengthy periods of enhanced mental attention required for electronic storage, checking, analysis and interpretation of data from routine ecological and environmental monitoring</li> <li>▪ Lengthy periods of concentrated sensory attention necessary while engaged in fieldwork</li> </ul>	
<b>Emotional Demands</b>	<ul style="list-style-type: none"> <li>▪ Engagement with partner organisations, user groups, landowners and members of the public on contentious issues may occasionally place emotional demands on the post holder.</li> </ul>	
<b>Responsibility for People</b>	<ul style="list-style-type: none"> <li>▪ Responsible for assessing risks associated with fieldwork. (All work on the water is carried out with a co-worker, often a volunteer).</li> </ul>	

Specification	Essential	Desirable
<b>Responsibility for Supervision</b>	<ul style="list-style-type: none"> <li>▪ Responsible for supervising contractors on site and for training of Authority staff and volunteers.</li> <li>▪ Regular co-ordination of other members of staff, volunteers and contractors.</li> </ul>	
<b>Responsibility for Financial Resources</b>	<ul style="list-style-type: none"> <li>▪ Accountable for expenditures from an agreed budget.</li> </ul>	
<b>Responsibility for Physical Resources</b>	<ul style="list-style-type: none"> <li>▪ Responsible for collating information to advise on project costs.</li> <li>▪ Considerable direct responsibility for accurately creating and maintaining considerable amounts of biodiversity and environmental data in electronic databases.</li> <li>▪ Direct responsibility for security of boats/ equipment and careful use of very expensive equipment used in survey work.</li> <li>▪ Responsibility for ordering range of equipment and supplies for field surveys.</li> <li>▪ Assisting with the welfare and management of livestock owned by the Broads Authority and associated equipment</li> </ul>	

Specification	Essential	Desirable
<b>Working Conditions</b>	<ul style="list-style-type: none"> <li>▪ Readiness to regularly work outdoors, in disagreeable weather conditions as necessary to ensure that monitoring is undertaken at regular intervals.</li> <li>▪ Regular risk of exposure to toxic algae.</li> <li>▪ Occasional exposure to offensive verbal abuse relating to contentious issues arising from conflicting interests of users of the waterways.</li> <li>▪ Ability to react to occasional, out of hours, livestock welfare emergencies, as part of a rosta.</li> </ul>	

Last updated: August 2021