

## Job Description

### *Ecologist*

<b>Service:</b>	Design and Construction	<b>Team:</b>	Environmental Team
<b>Location:</b>	County Hall, Preston		
<b>Salary range:</b>	£29,577 to £33,782	<b>Grade:</b>	G8
<b>Reports to:</b>	Senior Ecologist	<b>Staff responsible for:</b>	Up to 5

#### Job Purpose

You will have a detailed understanding of ecology and associated policy and legislation relating to UK designated sites, habitats and protected species, in particular bats. Working independently or as part of a team, you will carry out habitat and species surveys and monitoring to a high professional standard. You will be able to provide expert advice on bat protection, licensing, and precautionary working methods.

The role will require inspections of trees and structures to determine their potential to provide bat habitat, particularly in the highway environment. The role will also involve providing design support and ecological clerk of works functions for new projects and maintenance regimes. You will need to apply specialist analysis and judgment to provide appropriate advice and recommendations for design, construction and maintenance scenarios across a variety of settings.

Communication skills are important as role holders will be interacting with internal and external customers and multi-disciplinary teams on a regular basis. Presenting the findings of inspections/surveys and providing advice on statutory/licensing requirements and precautionary working methods, both orally and in writing, will be a key element of the role.

Undertaking surveys for bats and other species may require working outside of the normal working day in some periods during the year. Tree climbing qualifications would also be desirable.

#### Accountabilities/Responsibilities

- Identifying the presence of bats and other protected species using desk studies, visual site-based assessments and specialist survey techniques and equipment in accordance with current guidance. Select appropriate procedures according to species and the site conditions and plan work appropriately.
- Collating and analysing technical data from a variety of sources and interpreting findings for review by more senior colleagues. May include producing ad hoc reports or project work, undertaking specialized technical and analytical support activities to assist professional colleagues in delivering more complex services.
- Providing information, advice and guidance to customers by undertaking established procedures, using technical experience and by applying best practice within the field. Advising clients on the best course of action with regards to protected species legislation, preparing licence applications and method statements, and implementing licenced works, including bat handling where required.

- Undertaking the role of Ecological Clerk of Works for construction work, establishment maintenance and site management to ensure compliance with legislation, licences, planning conditions, contract specification, methods statements and management plans. This could involve collection and analysis of data and adapting management plans in accordance with survey evidence and changing site conditions.
- Providing on the job training, mentoring and guidance to less experienced members of staff to ensure they are able to develop the necessary skills to deliver in their role.
- Regularly communicating with other agencies and service providers to share information, build working relationship and to ensure joined up service provision.
- Suggesting improvements to current working methods to contribute to improvements in service delivery.

## Other

- **Equal Opportunities**  
We are committed to achieving equal opportunities in the way we deliver services to the community and in our employment arrangements. We expect all employees to understand and promote this policy in their work.
- **Health and safety**  
All employees have a responsibility for their own health and safety and that of others when carrying out their duties and must help us to apply our general statement of health and safety policy.
- **Customer Focused**  
We put our customers' needs and expectations at the heart of all that we do. We expect our employees to have a full understanding of those needs and expectations so that we can provide high quality, appropriate services at all times.

## Our Values

### We expect all our employees to demonstrate and promote our values:

- **Supportive**  
We are supportive of our customers and colleagues, recognising their contributions and making the best of their strengths to enable our communities to flourish.
- **Innovative**  
We deliver the best services we possibly can, always looking for creative ways to do things better, putting the customer at the heart of our thinking, and being ambitious and focused on how we can deliver the best services now and in the future.
- **Respectful**  
We treat colleagues, customers and partners with respect, listening to their views, empathising and valuing their diverse needs and perspectives, to be fair, open and honest in all that we do.
- **Collaborative**

We listen to, engage with, learn from and work with colleagues, partners and customers to help achieve the best outcomes for everyone.

## Person Specification *Ecologist*

All the following requirements are essential unless otherwise indicated by \*

Your ability to meet the job requirements will initially be assessed by the information provided on your application but further assessment will be undertaken at interview and, in some cases, by using other types of assessment(s).

Qualifications
<ul style="list-style-type: none"> <li>Honours degree in ecology or related discipline, plus several years of relevant experience.</li> </ul> <p>OR</p> <ul style="list-style-type: none"> <li>Equivalent technical training and experience in ecology, preferably working towards a relevant and recognised vocational qualification.</li> </ul> <p>AND</p> <ul style="list-style-type: none"> <li>Current Natural England bat survey licence Level 2 (CL18) minimum.</li> <li>City &amp; Guilds/NPTC Level 2 (or CS38) Award in Tree Climbing &amp; Rescue, or equivalent (Desirable) *</li> </ul>
Experience
<p><b>Broad ecology experience, including:</b></p> <ul style="list-style-type: none"> <li>the practical application of wildlife legislation, licensing, policy and best practice standards in a UK context and advising on compliance.</li> <li>undertaking and reporting preliminary ecological appraisals and a range of ecological and protected species surveys.</li> <li>ecological impact assessment and mitigation design, and the ecological component of EIA.</li> <li>undertaking the Ecological Clerk of Works role, supervising ecological mitigation works and implementing watching briefs.</li> <li>producing and interpreting ecological survey reports and impact assessments.</li> <li>preparing or implementing habitat management plans.</li> </ul> <p><b>Bat work experience, including:</b></p> <ul style="list-style-type: none"> <li>bat identification and the assessment of habitats in relation to their potential to support bat species.</li> <li>undertaking and reporting bat surveys, including bat activity surveys and surveys to establish presence/absence of roosting bats within trees, buildings and structures.</li> </ul>

- undertaking a comprehensive range of bat survey methods and techniques, using a range of equipment, including hand-held bat detectors, sound analysis, static detectors and endoscopes.
- assessing and reporting likely impacts on bats as a result of tree work, construction or other works.
- practical application of legislation relevant to bat protection in the UK.
- preparing mitigation proposals for unavoidable impacts on bats, submitting bat mitigation licence applications to Natural England and implementing accordingly.
- bat handling.
- Implementing precautionary working methods for the protection of bats.
- Working under a low impact bat mitigation class licence CL21 \*(Desirable)

### **Essential knowledge, skills & abilities**

Detailed knowledge of ecology and the relevant working systems, equipment and/or IT software, plus an awareness of council policies and services related to the role.

Detailed knowledge of wildlife protection legislation, including species protection and site protection legislation in a UK context.

Detailed knowledge of all issues relating to the protection of bats including safety and biosecurity precautions, statutory protection, best practice standards for bat survey and impact mitigation.

Ability to design, plan and prepare for field work, assess the potential of trees, buildings and structures to support roosting bats and to recognise evidence of roosting bats.

Analytical skills, problem-solving capability and good general ecological survey and species identification skills (plants and animals, habitat survey, assessment and mapping skills, and interpreting ecological survey, monitoring data and reports).

Knowledge of the ecological component of Environmental Impact Assessment and associated best practice standards, and habitat management.

Ability to informally train and mentor less experienced staff

Ability to influence others based on technical or professional expertise

Ability to build and maintain effective networks and relationships

Excellent written, oral and interpersonal communication skills.

Ability to organise and develop work with minimal supervision.

### **Other essential requirements**

- Commitment to equality and diversity.
- Commitment to health and safety.
- Display the LCC values and behaviours at all times and actively promote them in others.

- This is an essential car user post  
*You will be required to provide a car for use in connection with the duties of this post and must be insured for business use. In certain circumstances consideration may be given to applicants who, as a consequence of a disability, are unable to drive*

# LANCASHIRE COUNTY COUNCIL

## PRE-EMPLOYMENT RISK IDENTIFICATION FORM (R.I.F.)

(NB Completion of this form does not fulfill the requirement to undertake a general risk assessment under the management Health and Safety at Work Regulations 1999)

A Pre-employment Risk Identification Form must be completed by the Head of Service/ Headteacher/Line Manager. If any assistance is required in completing this form, please contact the Health and Safety Team.

### **CONFIDENTIAL**

Team/Establishment	Landscape and Ecology - Design and Construction
Post title	Ecologist
Description of main activities the employee will be required to undertake (or attach generic profile)	
Form completed by: (print name) D Leung	

### **A. The post to which this form refers will or may involve one or more of the following activities. (Please indicate YES or NO)**

**Managers should note that if any of the following 10 activities are involved, there is an automatic requirement for a pre-employment assessment by Occupational Health and, possibly, for subsequent Health Surveillance.**

		YES	NO
1	Work at heights ( <i>e.g. over 2m from tall step/extension ladders; scaffold towers, roofwork etc</i> ).	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2	Work in excessively noisy environments above statutory control limits ( <i>Highly unlikely to include examples associated with any office environments. Examples might include use of woodworking machinery, road drilling, masonry cutting etc</i> ).	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3	Work in unusual environmental conditions ( <i>e.g. where access or egress or free flow of air may be restricted or where there may be a build up of gases, vapours or fumes or the use of breathing apparatus is required</i> ).	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4	Use of hand operated tools and equipment known to be associated with hand arm vibration syndrome ( <i>e.g. percussive metalworking tool; rotary handheld tool [not floor polishers]; grinders; percussive hammers and drills etc</i> ).	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5	Driving a heavy goods vehicle, coach, bus or minibus belonging to Lancashire County Council, transporting others in their own vehicle, or regularly transporting more than three other people as part of normal duties.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
6	Some contact with hazardous substances ( <i>e.g. chemicals with an orange warning label indicating: very toxic; toxic; harmful; corrosive; sensitising by inhalation/skin contact; carcinogenic; mutagenic; toxic for reproduction; professional bio/pesticides; organophosphates; gluteraldehyde; latex gloves</i> ).	<input checked="" type="checkbox"/>	<input type="checkbox"/>
7	Prolonged or frequent exposure to machine generated wood dust, or other heavy or excessive concentrations of mineral dust.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
8	Work with lead or lead-based products ( <i>e.g. some paints</i> ).	<input type="checkbox"/>	<input checked="" type="checkbox"/>
9	Food handling/preparation (of raw or uncooked food only).	<input type="checkbox"/>	<input checked="" type="checkbox"/>
10	Occupational fieldwork or work in extreme conditions ( <i>e.g. involving excessive heat or cold or frequent walking for long distances over rough terrain in all weather conditions, forestry/countryside work</i> ).	<input checked="" type="checkbox"/>	<input type="checkbox"/>

**B. The post to which this form refers will or may involve one or more of the following activities. (Please indicate YES or NO)**

**This section is for the information of applicants and does not facilitate a referral to Occupational Health.**

		YES	NO
11	Face to face contact with the public/service users ( <i>e.g. at sensitive front line posts re abuse, aggression, assault</i> ).	<input checked="" type="checkbox"/>	<input type="checkbox"/>
12	Working in isolation/lone working.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
13	Work with electrical wiring ( <i>e.g. colour blindness</i> ).	<input type="checkbox"/>	<input checked="" type="checkbox"/>
14	Work where there may be an increased risk of needlestick injuries or blood borne infections HIV; Hepatitis B; Hepatitis C: ( <i>e.g. site supervisors; site work, grounds or buildings maintenance, gardeners; some carers</i> ).	<input checked="" type="checkbox"/>	<input type="checkbox"/>
15	Work that may bring the employee into contact with rats, rat contaminated ground or other animals or livestock ( <i>e.g. risk of weils disease, other animal borne diseases, zoonoses</i> ).	<input checked="" type="checkbox"/>	<input type="checkbox"/>
16	Manual handling ( <i>other than routine office/administrative lifting and carrying e.g. assisting / moving service users with mobility problems, portering type activities</i> ).	<input checked="" type="checkbox"/>	<input type="checkbox"/>
17	Working with vulnerable service users ( <i>e.g. children with disabilities; the elderly; children/adults with learning difficulties; alcohol/drug abusers</i> ).	<input type="checkbox"/>	<input checked="" type="checkbox"/>
18	Work involving repetitive movements or forced posture ( <i>e.g. twisting, screwing, movements of the hands wrists, arms and/or shoulders awkward body and limb posture or excessive force, bending, kneeling</i> ).	<input checked="" type="checkbox"/>	<input type="checkbox"/>
19	Work as a regular display screen user ( <i>where more than 1/3 of a person's time is spent using DSE continuously over any 1 month period</i> ).	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Any other occupational hazards/comments that you consider to be relevant to the post which are not included above:

<b>Head of Service/Headteacher/Line Manager</b> <b>(please print)</b>		D Leung	
<b>Telephone Number:</b>	01772 534483	<b>Date:</b>	06/12/2021

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