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| **Post title:** | Ecologist |
| **Grade:** | I |
| **Responsible to:** | Environment & Design Manager |
| **Staff managed:** | None |
| **Directorate:** | Community Development |
| **Service:** | Planning |
| **Job family:** | **P&T - Professional & Technical** |
| **Date of issue:** | April 2024 |

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| Job context |
| The council’s Planning Service plays a fundamental role in managing the natural and built environment ensuring that any future development needs of North Yorkshire can be accommodated to make it a better place in which to live and work.  The Ecologist will promote the protection and enhancement of the County’s biodiversity, ensuring that it is an integral part of the Council’s growth and place making agenda.  You will provide specialist ecological advice to ensure statutory requirements and council objectives are met and have a key role in supporting the preparation of the council’s Local Plan, other strategies and guidance as well as providing advice on development proposals. You will help to shape the delivery of biodiversity net gain in North Yorkshire.  The Ecologist is part of a multi-disciplinary team and sits alongside other specialist officers including Archaeologists, Conservation Officers, Urban Design and Landscape Officers.  In carrying out your role you will work with colleagues to build relationships and understanding across the service as well as developing close working relationships with colleagues within other Directorates. |

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| Operational management: | * Support the preparation, implementation and review of the statutory development plan by inputting to the formulation of natural environment and Green Infrastructure policies and assessing the impact on biodiversity of site allocations. * Assist in preparing and updating biodiversity guidance and other advisory material for agents, developers, property owners, and the general public. * Work proactively with the National Landscapes for mutual benefit in promoting biodiversity improvements. * Assist with the preparation of evidence for public examinations and local inquiries in so far as it relates to the natural environment. * Support the team in the delivery of ecological programmes, including SINCs and special interest verges * Assist with maintaining a biological record database for the County. * Respond to pre-application enquiries, planning applications and enforcement cases where a proposal will impact on biodiversity and ecology, including undertaking site visits to assess applications where appropriate. * Review biodiversity net gain proposals that are submitted, including providing advice on S106 agreements and planning conditions. * Provide ecological advice on habitat creation and restoration to the minerals and waste industry through the planning system * Provide training and briefings on ecological and biodiversity net gain matters to develop in service capacity; equipping others to become more self-reliant when considering development impacts on biodiversity * Provide ecological input to design/development briefs to ensure the effective integration of green infrastructure into new development and provide ecological advice in respect of Council owned assets * Support the development and delivery of biodiversity projects in partnership with other organisations or communities. * Assisting with the delivery and reporting of statutory duties under the NERC Act 2006 and Environment Act 2021 * Input to discussions on the integration of biodiversity into work streams such as Local Plans and Local Nature Recovery Strategy. * Take responsibility for own work, performance, development and behaviours; using own initiative to ensure that expectation is met for the benefit of the Council, our customers and our colleagues |
| Resource management: | * Support the team to investigate opportunities for financial assistance for ecological projects. * Demonstrate commercial awareness and seek opportunities to support commercial opportunities within the service. * Assist with commissioning additional external support. |
| Partnerships: | * To represent the Council as required at internal and external meetings concerning ecological issues. * Work collaboratively as required with partners internally and externally. * Share skills, knowledge and learning to ensure best practice is maintained. |
| Strategic management: | * Contribute to the delivery of a proactive and customer-focused service in line with our shared ‘one team’ vision * Assist with service transformation and improvement work and look for opportunities to continuously improve own performance. * Assist with the development of practice and policy within the team and across the service. * Support the team in service planning by contributing to project plans and timescale, and by recording activity against agreed targets. * Maintain appropriate document configuration to ensure an auditable trail of activity. |
| Communications: | * To support effective communications and initiatives to promote biodiversity * To represent the Council, as required, at internal and external forums, meetings and working parties. |
| Systems and information: | * Use Council IT systems including spatial data, to undertake duties and ensure record management. * Interrogate systems to produce reports in compliance with deadlines. * Operate all service systems in accordance with relevant adopted policies and procedures for their use and ensure that accurate records are maintained. |

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| Person Specification: |  |
| Essential | **Desirable** |
| Knowledge and Experience   * Knowledge of current British nature conservation legislation, guidance, and planning policy. * Knowledge of legislation and policy relating to biodiversity net gain and its delivery through the development management process. * Knowledge on and identification of British wildlife habitats and species * Experience in the provision of ecological advice in the UK planning system * Experience of liaison and negotiation with stakeholders and partners * Experience of managing workload within set deadlines; able to use own initiative to plan time effectively | * Knowledge of habitat creation, establishment and management techniques. * Knowledge of public sector statutory requirements in relation to nature conservation. * Experience of working in the public sector. * Practical experience of analysing or using the Defra Biodiversity Net Gain metric & small sites metric |
| Occupational Skills   * Inspiring, motivated team player with an engaging and positive "can do" attitude. * Effective customer care skills, including how to understand, deliver and manage customer expectations * Proactively demonstrates the Council’s standards of behaviour. * An effective communicator who is determined, positive and approachable. * Understanding and awareness of ecological assessment tools including Preliminary Ecological Appraisals, Ecological Impact Assessments, Habitat Regulations Assessments and Biodiversity Net Gain assessments * Computer literate with experience of Microsoft Office applications | * Commitment to the performance management culture with the ability to set high standards and deliver objectives * Effective influencing and negotiating skills * Ability to use spatial data systems such as GIS |
| Behaviours  See NYC behaviours and skills framework at this [link](https://www.northyorks.gov.uk/your-council/our-role-structure-and-objectives#accordion-content-0-0) |  |
| Professional Qualifications   * Education to degree level in a relevant ecology/environmental subject | * Membership of Chartered Institute of Ecology and Environmental Management (CIEEM) |
| Other Requirements   * Will be require to attend site visits across the Council area. * Will be required to work outside normal working hours on occasions. * Able to undertake travel in connection with the post. * Self-motivated and commitment to equal opportunities. |  |

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| Career progression: |
| * At NYC we value our employees, and as part of this we can provide wider opportunities to progress in your career. Through discussion with your manager identify areas of interest and consider avenues to progress to them, e.g. apprenticeships and work shadowing/coaching.   As a large council we have a range of roles, across our services, and can provide a wealth of career and development opportunities to help our employees find fulfilling career development opportunities. |

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| Structure |
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NB – Assessment criteria for recruitment will be notified separately.  
You should use this information to make the best of your application by identifying some specific pieces of work you may have undertaken in any of these areas. You will be tested in some or all of the skill specific areas over the course of the selection process.