

Job Description

Job Title: Nature Recovery Ecologist

Contract Initial 2-year fixed-term contract with possibility of extension and permanency.

Hours: Full time, 35 hours a week.

Salary Band: Grade 6.1, Year 1 - £34,843 plus employer's pension contribution of 9%.

Based At: Cumbria Wildlife Trust's offices in Kendal or Carlisle.
Some home / flexible working will be available, along with frequent travel in line with the needs.

Reports To: Consultancy Manager

Responsible For:

- Working with landowners to develop and operate practical schemes of nature recovery
- Undertaking ecological surveys and applying Defra BNG metrics;
- Contributing to and leading the development and delivery of ambitious ecological recovery plans;
- Overseeing the preparation and monitoring of Conservation Covenants

Purpose of the Role

This role sits within our developing Ecological Consultancy and will play a key part in maximising the potential benefits for wildlife conservation and nature recovery from the opportunities presented by Biodiversity Net Gain (BNG) and the establishment of **Conservation Covenants**. This is an element of the Trust's strategy to use emerging natural capital markets to fund the delivery of ambitious nature recovery projects which help create a nature recovery network to the highest possible ecological standards with significant outcomes for wildlife conservation.

This role will manage and help deliver a range of ecological services on both the Trust's own sites and on third-party land.

By working in this developing area of work, the role will influence and deliver significant landscape-scale benefits for wildlife and habitats across Cumbria and beyond.

Special Features of the Role

The role will support the development and delivery of the Trust's activities and goals through conservation covenants and biodiversity net gain (BNG).

The role combines expertise in land conservation and biodiversity enhancement with the goal of achieving measurable long-term improvements in biodiversity while protecting natural resources through conservation covenants and agreements.

Main Responsibilities and Accountabilities

1. Work as an effective member of the Consultancy Team and Cumbria Wildlife Trust

- Maintain good team working relationships with colleagues, partners and stakeholders as part of a multi-disciplinary team.
- Demonstrate good professional conduct, appropriate behaviours and set an example to others.
- Undertake and follow risk assessments and identify safe working practices for self and others. Able to promote a positive culture amongst team members of wellbeing and health and safety awareness and compliance with organisational policy and practice.
- Data management.

2. Ecological survey and assessment

- Conduct ecological surveys, including habitat condition assessments, UK Habitat Classification surveys, biodiversity net gain (BNG) surveys and Defra condition assessments accordance with published guidelines.
- Write and complete Ecological and Land Management Advice reports, the Defra statutory biodiversity metric, Habitat Management and Monitoring Plans and Method Statements.
- Complete monitoring site visits and surveys for a range of projects, including Conservation Covenants – writing the associated reports and identifying any amendments needed to the habitat management.
- Conduct site appraisals, protected species surveys and monitoring visits in accordance with the recommended guidelines issued by the relevant Statutory Nature Conservation Organisations to ensure best practice.

3. Provision of Ecological Services, including Conservation Covenants

- Work with landowners to negotiate and establish conservation covenants that support habitat and biodiversity enhancement and long-term protection.
- Support the ongoing development of the Trust's offer for ecological services in relation to biodiversity net gain and conservation covenants.
- Design and implement nature recovery projects and mitigation measures which maximise nature recovery opportunities with support from the relevant colleagues and external partners.
- In collaboration with landowners and relevant stakeholders, resolve conservation covenant compliance issues.
- Work with partners to prioritise the delivery of appropriate biodiversity net gain in accordance with Cumbria's Local Nature Recovery Strategy.
- Deliver guidance to landowners on conservation covenant responsibilities and opportunities for habitat enhancements and management.
- Support the preparation of client quotes/tenders that are appropriate in relation to the clients' needs and are deliverable within the clients' expectations (supported by other members of the team for more complex quotes/tenders).
- Work with the consultancy manager and colleagues to identify new opportunities for our services to be contracted by external organisations/businesses.

- Develop and maintain partnerships with landholders, land managers, conservation organisations, statutory agencies and other stakeholders.
- Maintain accurate records of all covenant agreements, monitoring reports, and related correspondence.
- Support the development of existing and new nature recovery projects within Cumbria Wildlife Trust and our partnerships.

4. Communication

- Promote public awareness of biodiversity net gain and the benefits of conservation covenants.
- Work closely with landowners to ensure they understand the ecological and economic benefits of participating in habitat and biodiversity work.
- Advocate for conservation policies and covenant frameworks that support long-term environmental sustainability.
- Collect and submit data and biological records to relevant recipients, including Cumbria Biodiversity Data Centre (CBDC).

5. Training and personal development

- Take responsibility for own learning and development.

6. General

- Abide by Trust procedures and policies, in particular Health & Safety, Equal Opportunities, Safeguarding, and GDPR.
- Carry out any other duties as are within the scope, spirit and purpose of the job as requested by the line manager, Director or Chief Executive.
- Follow finance policies, processes and procedures.
- Act as a productive team member; encourage team working and promote effective communication with colleagues and partners.
- Act as a representative of the Trust and deal with Trust customers, stakeholders, and the public in a professional manner at all times.
- Promote the Trust wherever possible, in particular recruiting new members and promoting new income and donation opportunities.

Date: June 2025

Person Specification

Post: Nature Recovery Ecologist

1. Qualifications and Experience:

The post holder will be expected to have qualifications and/or recent relevant experience in the following areas:

| | | Essential | Desirable |
|----|------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|
| 1. | Relevant knowledge gained through experience in a similar role, or a degree or equivalent qualification in Ecology, Environmental Science, or a relevant subject | • | |
| 2. | At least 2 years of relevant experience in a similar role | • | |
| 3. | Working in a client-focused environment | • | |
| 4. | Competency in botanical and habitat identification and ecological assessment and meets many of CIEEM's technical competencies (see table below) | • | |
| 5. | Understanding of Defra statutory biodiversity metric/condition assessment | • | |
| 6. | Experience in successful fundraising for projects using a variety of techniques | | • |
| 7. | Previous experience working in the charity sector | | • |
| 8. | Relevant Professional qualification and/or membership of a professional body | | • |

2. Knowledge and Skills:

The post holder should have the following knowledge and skills:

| | | Essential | Desirable |
|----|----------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|
| 1. | Strong communication skills and able to proactively engage with and support staff across the Trust | • | |
| 2. | Good interpersonal skills with proven ability to work collaboratively | • | |
| 3. | Able to establish effective working relationships with colleagues, members, external stakeholders and customers | • | |
| 4. | Strong organisational, administrative, resilience and time management skills | • | |
| 5. | Self-starter who is able to self-manage their workload | • | |
| 6. | Proficient in the use of GIS and strong all-round IT skills | • | |
| 7. | Able to find pragmatic solutions, seek improvements, and adapt to changing situations | • | |
| 8. | A strategic thinker, capable of horizon scanning | • | |
| 9. | Protected species surveying skills; ideally in at least one taxonomic group. A survey licence holder for at least one species would be preferable. | | • |

3. Personal Qualities:

The post holder should possess the following:

| | | Essential | Desirable |
|----|-------------------------------------------------------------------------------------------------------|-----------|-----------|
| 1. | Approachable, supports others, and helps create a positive team atmosphere | • | |
| 2. | Understands equal opportunities and actively supports others by demonstrating inclusive behaviour | • | |
| 3. | A passion for nature and environmental issues | • | |
| 4. | Committed to Cumbria Wildlife Trust's vision and values and the need for environmental sustainability | • | |
| 5. | Full UK driving licence and access to a vehicle | • | |

CIEEM technical Competencies:

| Technical | | Basic | Capable |
|------------------|-------------------------------------------------------|--------------|----------------|
| A1-A5 | Environmental assessment | | Y |
| M1-M3 | Environmental management | Y | |
| M4-M6 | Environmental management | Y | |
| P1-P3 | Policy, legislation & standards | Y | |
| S1-S4 | Surveying | | Y |
| SM1-SM3 | Scientific method | Y | |
| PC1 | Professional conduct | Y | |
| HS1 | Health & Safe working environment | Y | |
| C1 | Communication | Y | |
| F1-2 | Facilitation, consultation, engagement and partnering | Y | |
| IM1-2 | Information management | Y | |
| OM4 | Client and customer care | Y | |