



Cumberland Council

Post Specification

Date	July 2023
Post Group Number	8001
Post Title	Lead Ecologist
Job Family	Regulation and Technical
Job Family Role Profile	RT14
Final Grade	14

To be read in conjunction with the job family role profile

Service Area description

To provide supervision and instruction to Ecologists/Apprentice Ecologists in the context of planning applications and processes and to plan Habitats Regulations Assessments. To provide technical advice internally and externally for the Council. To ensure consideration is given to the relevant National and International legislation and policies and to ensure that opportunities for ecological / biodiversity enhancement are incorporated with recommendations.

Purpose of this post

To lead the delivery and management of ecological assessment and mitigation associated for the Cumberland Council area.

Key job specific accountabilities

1. Responsible for leading ecological assessments and surveys and support the provision of professional specialist and technical advice on all ecological matters to colleagues within the Council.
2. To plan and organise Habitat Regulations Assessments
3. To promote the implementation of the protection and enhancement of the area's biodiversity and the delivery of policy including the nature recovery network and Biodiversity Net Gain.
4. To guide and provide ecological advice to the Development Management team in the context of planning applications and processes plus relevant policy and legislation interpretation.
5. Implement technical solutions for ecological advice and lead the Planning Policy team in shaping long term planning in matters related to ecology and environment.
6. To advise upon implementation of relevant policy and legislation including the Wildlife & Countryside Act, Environment Act, Habitat Regulations to match key targets and Biodiversity Net Gain.
7. Advise on often complex issues as appropriate on impacts to designated sites, habitats and species including ecological advice and interpretation of nutrient neutrality/water quality matters and relevant specialist reports.
8. To coordinate and provide ecological advice and environmental support:
 - a. Ensuring works are carried out in line with relevant legislation, policies, good practice standards and protected species licence specifications.

b. Ensuring mitigation and compensation is properly undertaken to the required specifications.

9. To oversee and prepare reports, statements and written evidence.

10. To carry out research, data collection and monitoring in relation to the natural environment and environmental policy.

11. Maintain and seek to raise awareness in ecology, planning and related practices including guidance from bodies including the Chartered Institute of Environmental Management. (CIEEM)

12. Ensuring all activities are carried out in accordance with the Council's constitution, regulations, policies, and national standards.

13. Carrying out any other duties requested within the employee's skills and abilities whenever reasonably instructed.

Please note annual targets will be discussed during the appraisal process

Key facts and figures of the post

Budget Responsibilities	<ul style="list-style-type: none"> • Yes
Staff Management Responsibilities	<ul style="list-style-type: none"> • Yes (Development of an Ecology Apprenticeship role)
Other	<ul style="list-style-type: none"> •

Essential Criteria - Qualifications, knowledge, experience and expertise

Experience leading a small team.	Essential
Knowledge and understanding of ecology, survey methodologies, habitat management and restoration.	Essential
Ecology degree level or equivalent in a relevant field.	Essential
Knowledge of relevant National and International legislation and policy relating to Ecology / Biodiversity matters.	Essential
Knowledge and teaching EPS development licensing requirement and procedures including mitigation strategy design and monitoring.	Essential
Relevant experience of ecological field survey work, including protected species, habitat and vegetation survey.	Essential
Experience of the preparation of European protected species development license applications and implementation of mitigation strategies.	Essential
Experience of working with a multi-disciplinary workforce.	Essential
Experience of leading work within a multi-disciplinary workforce.	Essential
Membership of CIEEM.	Desirable
Knowledge and practice of the principles of SEA, EIA and HRA and the application of the supporting legislation.	Desirable
Knowledge of Biometric 4	Desirable
Understanding of the principles and application of planning policies and environmental legislation.	Desirable
Experience of habitat assessment, management and creation.	Desirable
Experience of data handling and management such as Geographical Information Systems.	Desirable
Experience of leading a specialist team.	Desirable

Disclosure and Barring Service – DBS Checks

- This post does not require a DBS check.

Job working circumstances	
Emotional Demands	<ul style="list-style-type: none"> • N/A
Physical Demands	<ul style="list-style-type: none"> • N/A
Working Conditions	<p>Hours are generally worked during normal office hours and subject to the Council's flexible working schemes.</p> <ul style="list-style-type: none"> • Although the role is generally office based, there will be some flexibility to work from home, subject to agreement by the line manager. There is also a physical need to move throughout office buildings and attend external meetings with a variety of different organisations. In order to meet the duties of the post the job holder must ability to travel independently around Cumbria.
Other Factors	
	<ul style="list-style-type: none"> • To model and display the corporate standards of behaviour and values.