



JOB DESCRIPTION

POST:	Assistant Ecologist
DEPARTMENT:	Development Management
REPORTING TO:	Ecologist
RESPONSIBLE FOR:	N/A
GRADE:	4

MAIN JOB PURPOSE:

The post holder will support the Council's Ecology Officer to provide effective and accurate ecological advice and support within our Planning and Environmental departments, to ensure we are fully compliant with our legislative and policy obligations.

The role will perform a vital role as the Councils continue to develop and refine its approach to implementing Biodiversity Net Gain and local policy obligations. The post will support on and offsite net gain delivery options and its monitoring requirements while addressing local opportunities and challenges related to nature recovery within the districts.

DUTIES AND RESPONSIBILITIES:

Assist staff within the Planning Department by providing high quality technical ecological advice in accordance with Biodiversity Net Gain Planning Practice Guidance.

Provide technical support to planning officers, applicants and their ecological advisers on how Biodiversity Net Gain is assessed, measured and implemented within the planning process.

Support the Planning and Environment teams to develop approaches for on and off-site biodiversity gain provision, to ensure a coherent approach to habitat creation, restoration and enhancement is achieved across the districts.

Assist with data gathering, reporting and ongoing monitoring associated with our Biodiversity duties and evidence that supports our associated Biodiversity Action Plans

Support services to develop effective and robust processes and promote ecological best practice to planning applicants and their ecological consultants as well as local communities.

To provide inputs to the ongoing commitments to internal and external working groups as required, ensuring nature conservation is understood and promoted within the districts.

To develop strong partnerships with the local Wildlife Trust, Natural England and other groups as necessary to help strengthen the positive approach to retaining, maintaining and enhancing the natural capital of Babergh and Mid Suffolk District Councils.

To undertake such other duties as may reasonably be required compatible with and/or arising from those listed above.

To promote and adhere to the workplace values of our organisation.

Additional information

- a) Does this job require a DBS check? Yes/**No**
- b) This job will participate in planning for emergencies in terms of response to or maintaining business continuity during an emergency. The jobholder will participate in training, exercises, response, recovery or other activities to support the councils' statutory duties in relation to emergencies under the Civil Contingencies Act (2004). It is expected that when requested to do so the jobholder will temporarily but immediately cease their normal role to support the emergency planning or response activity. **Yes/No**
- c) The post is designated as being politically restricted in accordance with the term of the Local Government Housing Act 1989 and subsequent amendments. The effect of this is to prevent the postholder from having any active political role either in or outside the workplace, and automatically disqualifying them from standing for or holding elected office. Yes/**No**

This is not a comprehensive definition of the post. Postholders are expected to undertake any work that comes with the remit of the post's main objective. This job description will be kept under review and may be changed at any time subject to consultation with the postholder.

PERSON SPECIFICATION

The Person Specification focuses on the knowledge, skills, experience and qualifications required to undertake the role effectively.

REQUIREMENTS The postholder must be able to demonstrate:	MEASURED BY: A Application form I Interview T/P Test/Presentation
EDUCATION/TRAINING <i>(Academic, vocational/professional and other training)</i>	
<p>Educated to degree level, in Ecology or a relevant environmental subject.</p> <p>Associate Member of CIEEM or capable of meeting this status</p>	<p>A/I</p>
KNOWLEDGE & EXPERIENCE <i>(e.g. report writing, office experience, Microsoft office)</i>	
<p>Experience, ideally within a Council planning or environment role or within a wildlife conservation organisation, that provides policy and advice in relation to the natural environment.</p> <p>Knowledge of the Environment Act, Biodiversity Net Gain and Habitat surveying requirements including their impact for Councils</p> <p>Some knowledge and awareness of the techniques for the conservation, management and enhancement of habitats and species</p> <p>Sound knowledge of climate and environmental issues, how development affects our natural environment and how Councils must seek to mitigate harm.</p> <p>Knowledge of the processes involved in managing biodiversity net gain, for instance the Defra metric tools.</p> <p>A commitment to gain experience and develop your skills across the diverse range of ecology processes, including EIA, HRA and Local Plan preparation and assessment.</p>	<p>A/I</p>
SKILLS/ATTRIBUTES <i>(e.g. communication, interpersonal, decision-making, problem-solving, team player, reliable)</i>	
<p>Effective communication skills (verbal and written) with the ability to listen to, and influence others.</p> <p>Good analytical skills with ability to analyse development proposals and make recommendations on them.</p> <p>The ability to work on own initiative, to work effectively part of a team and across different services.</p>	<p>A/I</p>

<p>The ability to relate effectively with external partners, Councillors and members and the public, and to foster constructive working relationships.</p> <p>The ability to manage changing and sometimes conflicting priorities and meet key deadlines.</p> <p>Computer literate and competent in the use of standard office systems</p>	
Empowering, valuing and developing our people	I/TP
Valuing our customers	I/TP
Being open and honest	I/TP
Taking ownership	I/TP
Being ambitious	I/TP
EQUALITY AND DIVERSITY	
<p>Considers and shows respect for the opinions, circumstances and feelings of colleagues and members of the public, no matter what their position, background, circumstances, status, appearance and whether they are one of the protected characteristics covered by the Equality Act 2010 (Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex or Sexual Orientation).</p>	A/I

