

<b>Job Title:</b> Senior Ecologist	<b>Role Profile Number:</b> ENH142
<b>Grade:</b> R	<b>Date Prepared:</b> 04/02/2020
<b>Directorate/Group/Job Family:</b> Communities and Housing	<b>Reporting to:</b> Masterplanning Design & Conservation Manager

### Job Purpose

To ensure the Council's responsibilities and powers under the Planning Acts in relation to all matters of ecology, are discharged. This includes but is not limited to providing expert advice on planning policy and applications for development.

To promote ecology, biodiversity and habitat creation across the Borough and help deliver statutory local planning policies and projects including key aspects of the Development Plan and other Council-wide or Corporate Projects.

To lead on the District Licensing Project and provide monitoring information for the Council and for Natural England.

### Key Accountabilities

- Provide expert advice to professional staff on all matters of ecology and related environmental legislation in relation to planning applications and submitted development schemes and planning frameworks.
- Lead on the formulation and monitoring of Development Plan policies and supplementary planning documents relating to ecology including input to related documents and policies such as (but not limited to) green infrastructure, strategic sites and site allocations.
- Act as lead liaison and principle point of contact for the Council with Natural England and other national, regional and local bodies on matters of ecology including biodiversity, habitats and related aspects of environmental laws.
- Act as lead officer for the Council on ecology projects and initiatives including (but not limited to) the District Level Licensing (DLL) scheme and Nature Recovery Networks (NRN).

- Provide expert input and support in relation to aspects of ecology and related environmental issues for Council run projects and third parties projects where they are clients of the Council in a commercial scenario.
- Present evidence and represent the Council at public meetings, hearings, public examinations and inquiries and other statutory tribunals as required.
- Provide training and updates to colleagues on any aspects of Ecology, and keep planning teams informed of key changes to or initiatives around Environmental legislation, systems or processes

### **Supplementary Accountabilities**

- Promote equality and diversity best practice in all areas of work.
- Ensure that any identified personal training needs are discussed with the immediate supervisor including being appraised in accordance with the Council's development and appraisal scheme and to undertake a programme of continuous development.
- In accordance with the provisions of the Health & Safety at Work etc. Act 1974 and the Management of Health & Safety at Work Regulations 1999 you must take reasonable care so as not to endanger yourself or other persons whilst at work. You must also co-operate with the Council to enable it to comply with its statutory duties for health and safety.
- You must work in accordance with training or instructions given, make proper use of any personal protective equipment provided and inform your manager of any hazardous situations or risks of which you are aware.
- Undertaking any other duties that can be accommodated within the grading level of the post.
- Work in a manner, which does not discriminate against any individual or group regardless of ethnic origin, sexual orientation, disability, age, religion or gender.

### **Knowledge, Skills & Experience**

*Candidates must have substantial knowledge and experience in the following areas of business and will be required to provide evidence of this:*

- Expert knowledge of relevant environmental law including (but not limited to) the latest EIA Regulations (The Town and Country Planning (Environmental Impact Assessment) Regulations 2017), Habitats Regulations (The Conservation of Habitats and Species Regulations 2017), the Wildlife and Countryside Act (1981) and the UK Biodiversity Action Plan.
- Significant relevant professional experience post qualification in a similar work environment.
- Experience of providing expert ecological advice to a local planning authority on a development management caseload as well as ability to prepare, shape and implement relevant planning policy and policy documents.
- Experience of presenting evidence and information to decision makers including (but not limited to) senior officers, elected members and planning inspectors.
- Excellent interpersonal skills and proven ability to interact with persons from a wide range of backgrounds, to engage and influence customers, partners and stakeholders, in complex situations.
- Excellent ICT skills including use of Microsoft applications and specialist systems.
- Strong personal management and organisational skills, to manage a range of complex activities, to achieve given targets and objectives and experience of implementing and adapting to change.

- Ability to contribute to the development of service policies and practices applicable to the service area.
- Experience of working collaboratively with a range of stakeholders integral to the success of a project(s) including, but not limited to, internal departments, external partners, agencies.
- Excellent verbal and written communication skills, with excellent attention to detail, numeracy and analytical skills

### **Qualifications and Requirements**

- Degree in an ecology related subject area and a minimum of substantial relevant professional/post qualification experience; or
- Skill and ability to demonstrate significant experience in related IT systems.
- Professional qualification/Professional Membership in area of specialism.
- Full valid driving licence and ability to travel throughout the Borough.
- Eligibility and legal authority to work in the UK.

### **Preferred**

- Postgraduate qualification in an ecology related subject area and relevant professional/post qualification experience.
- Experience of acting as expert witness at planning inquiries
- Experience of working in local government or other public body
- Experience of supervising staff, consultants and / or contractors
- Expert knowledge of the planning system including plan making, development management and enforcement
- Chartered Member of the CIEEM or Chartered Environmentalist
- Experience of carrying out protected species and phase 2 surveys
- A NE license holder for one or more protected species

### **Decision Making**

- Organise, plan and deliver work to support the delivery of the regulatory/statutory, technical and legal service ensuring prioritisation of workload to provide the success of many projects running simultaneously and deciding, in conjunction with managers, what areas to focus business priorities on.
- Professional integrity to represent the Local Planning Authority in taking key decisions.
- Use initiative to manage responses to complex business / technical issues within the service. Make business decisions based on up to date specialist knowledge and analysis.
- Contribute to developing council strategy within the service area.
- Co-ordinate the preparation of tenders and contracts.

### **Creativity and Innovation**

- Apply professional knowledge and experience to interpret and recommend policy, resolve complex issues, proactively anticipate problems and deliver solutions that enhance the quality and efficiency of services.

- Responsible for meeting performance standards within a policy framework and regulatory guidelines. Considerable scope to exercise initiative in taking action - within the boundary of well-defined policies.
- Contribute to long term strategies.
- Act as an expert witness for the council at (but not limited to) inquiries, court hearings and at appeals.
- Produce, often complex technical plans, designs and / or specifications within area of specialism.
- Assist staff and elected Members through provision of training.
- Devise strategies and work on projects.
- Research best practice and new initiatives. Investigate compliance / legal issues within area of responsibility including serious / complex incidents / allegations. Determine the data and tools / techniques required.
- Research and evaluate current issues, developments, good practice and legislation changes in specialist field.
- Work with partner organisations as required
- Lead specialist projects or improvement programmes, or contribute to the delivery of larger projects

<p><b>Job Scope</b></p> <p><b>Number and types of jobs managed</b></p> <ul style="list-style-type: none"> <li>• No direct reports</li> </ul> <p><b>Typical tasks supervised/allocated to others</b></p> <ul style="list-style-type: none"> <li>• Procurement and contract management of contractors/ecological works</li> </ul>	<p><b>Budget Holder</b></p> <ul style="list-style-type: none"> <li>• Yes. DLL responsibilities in partnership with NE</li> </ul> <p><b>Asset Responsibility</b></p> <ul style="list-style-type: none"> <li>• Laptop, Mobile</li> </ul>
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### **Contacts and Relationships**

- Officers
- General public
- Members
- Partner Organisations

### **Values and Behaviours**

We strive to underpin our culture of being 'At our Best' through strong management and authentic leadership. This means getting the management basics right. We own and demonstrate accountability, both individually and collectively, and aim to get things right first time. Building on this we also expect everyone at SBC to demonstrate and live our organisational values and behaviours, by displaying:

- Accountability at all levels
- Customer care and pride in what we do
- Continuous learning and evaluation
- Valuing one another and the contribution each of us makes

### Other Key Features of the role

- Ensure all records and information are maintained correctly.
- Support others in their development including external organisations / customers where appropriate
- Prepare and present reports /plans / recommendations / responses / results / other information / documentation as required
- Interpret the latest legislation, regulations, guidance and codes of practice.
- Ensure compliance with safe practice and the legal use/operation of specialist equipment and / or facilities / premises.
- Represent specialist area internally and / or externally to put Council view and respond to enquiries. Liaise with other organisations / stakeholders to share information.

<b>Employee Signature:</b>	Print Name:
<b>Date:</b>	
<b>Line Managers Signature:</b>	Print Name::
<b>Date:</b>	