

# Senior BNG Ecologist



**Job Title:** Senior BNG Ecologist  
**Reports To:** Head of Environment and Biodiversity  
**Salary:** £40,000 excluding any performance related bonus  
**Terms:** Permanent 36 hours p/w  
**Location:** Home based with some travel across the UK.

## About the Role

The Land Trust owns and manages over 2,800 hectares of land across England and actively acquires new sites every year. With the introduction of mandatory Biodiversity Net Gain (BNG), the Land Trust (LT) is in an exciting period of development, with aspirations to play a leading role with the delivery of onsite and offsite BNG across England.

To assist with an increasing pipeline of projects, LT are now seeking to appoint a Senior BNG Ecologist who will work closely with the Head of Environment and Biodiversity to deliver our BNG Business Plan on existing and future sites. This is a national role that will play a part in:

- Trading > 2,400 Biodiversity Units from LT estate.
- Acquisition of onsite BNG funded by service charge or endowment.
- Acquisition of offsite BNG funded by endowment or 30 year commuted sums.
- Detailed design project related to habitat restoration over 6 sites.
- LT's potential role as a Responsible Body (subject to its application to DEFRA)
- Consultancy related to BNG on future LT sites/projects.

This exciting post will involve close working with LT colleagues, consultants, contractors, Local Planning Authorities, client partners, and external stakeholders across England.

## ROLES & RESPONSIBILITIES

### 1. BNG

1.1. Work with LT development team, regional Estates colleagues, our estates management sub-contractors, and clients to develop, promote and deliver biodiversity projects on existing and future sites.

1.2. Undertake the following tasks:

- UKhab surveys and condition assessments
- Write Habitat Reports
- Populate Defra Biodiversity Metrics (all versions including statutory)
- Write appropriate Biodiversity Management and Monitoring Plans
- Produce or subcontract required GIS mapping
- Monitoring reports
- Assist the Landscape Estimator in producing appropriate cost models for delivery of biodiversity works.

1.3. Produce:

- Seeding schedules
- Planting schedules
- Landscape specification
- Bill of Quantities



- Site Risk Assessments
- Costing Plan
- Project Programme
- Tender documentation

1.4. Outsource and oversee third party reports and surveys including: UKhab surveys and condition assessments, soil testing, arboriculture surveys, GIS and mapping.

2. Oversee the management of LT's GIS biodiversity baseline and undertake updates and reviews, produce reports, or oversee the outsourcing of management.

### 3. Other Duties

3.1. Project manage BNG projects from enquiries through to completed transactions, with legal negotiations overseen by the Head of Environment and Biodiversity.

3.2. Assist the Business Development Team with acquisition of new endowment and service charge sites which include either onsite or offsite BNG.

3.3. Represent LT at a local, regional or national level.

3.4. Identify and develop new opportunities for LT to contribute to the development of relevant strategy and policy and the development of "good practice".

3.5. Identify and recommend new project, partnership and networking opportunities.

3.6. Deputise for the Head of Environment and Biodiversity when necessary.

3.7. Assist Head of Environment and Biodiversity with writing LT policies and/or Business Plans relating to BNG and other potential future ecosystem services and/or environmental markets

3.8. Become a key advocate for ecosystem services and environmental markets within LT, assisting with staff training on such topics.

3.9. Assist with the Policy and Outcomes Manager with LT's comments/position on environmental matters.

3.10. Assist with the delivery of LT's Biodiversity Environment and Ecology Strategy.

This position requires the post holder to act flexibly and undertake other duties and responsibilities commensurate with the post as directed by the Head of Environment and Biodiversity. Occasional evening and weekend working may be required, and the post holder will be required to travel as necessary to fulfil their role effectively. Post holder would be able to take Time Off in Lieu and/or make use of LT's Flexi Policy for evening and weekend working.

## PERSON SPECIFICATION

Essential Skills/experience:

- Full member of CIEEM (onwards subscription cost to be covered by LT)
- Educated to degree or Masters level in Ecological related subject or proven relevant experience.
- Experience of project managing medium to large projects.
- Experience in all aspects and stages of BNG;
  - Undertaking BNG assessments: UKhab survey and condition assessments
  - Habitat report writing
  - Population and interpretation of the Defra Metric (all versions including statutory)
  - Design of onsite and offsite BNG schemes

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- Writing Biodiversity Management and Monitoring Plans
  - Costing of biodiversity works
  - Delivering BNG projects
  - Monitoring reports
- A minimum of 5 years professional experience
  - Experience in tendering habitat creation/restoration projects and producing all necessary documentation.

## Desirable

- Experience of protected species surveys.
- Good working knowledge of environmental and nature conservation legislation, Government policy and strategy; and best practice relating to nature conservation in Town and Country planning.
- Excellent communication skills including the ability to develop and manage relationships with partner organisations and contractors.
- IT literate with proven skills in using MS Office packages.
- Ability and confidence to work on own initiative, as well as part of a team, and to resolve problems as they arise, remaining calm under pressure.
- Experience managing subcontractors/subconsultants.
- GIS experience and capability.
- Peer review of third-party reports and metrics.
- Experience in the design and development of new areas of open space.
- High level of tact, diplomacy and confidentiality.
- Confidence to manage competing priorities under own initiative.
- Ability to balance a long-term vision with attention to detail to ensure that the vision can be successfully realised.

## SALARY AND BENEFITS

- £40,000 pa
- A salary sacrifice pension scheme, with LT matching employee contributions up to 6%
- Life Insurance (4 x salary)
- Flexi time
- 26.5 days holiday per year, plus bank holidays (pro rata). Rising to 31.5 days with service
- Option to purchase additional holiday
- Employee Assistance Programme
- Health Care Cash back scheme
- Training and Development support
- Enhanced Family Friendly Policies
- Business travel costs will be reimbursed
- Annual performance incentive plan

## APPLICATIONS

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Please email a CV and covering letter highlighting why you believe you are ideal for this position to [recruitment@thelandtrust.org.uk](mailto:recruitment@thelandtrust.org.uk)

- Closing date for applications is **5pm on Monday 8<sup>th</sup> April 2024**
- Interviews will take place virtually on **Thursday 18<sup>th</sup>** or **Friday 19<sup>th</sup> April**
- Potential second 'in person' interview on **Thursday 25<sup>th</sup>** or **Friday 16<sup>th</sup> April**

Candidates must be eligible to live and work in the uk.

LT is committed to the principle of equal opportunity in employment and its employment policies for recruitment are designed to ensure that no job applicant or employee receives less favourable treatment on the grounds of age, disability, gender re-assignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

*The Land Trust is committed to safeguarding and promoting the welfare of everyone who has contact with its services and colleagues.*

## ABOUT THE LAND TRUST

LT is a national charity committed to long-term sustainable management of countryside and greenspace for community benefit. Its vision is to improve the quality of people's lives by creating sustainable, high quality green spaces that deliver environmental, social and economic benefits.

LT manages a varied portfolio of over 80 sites (2,500 hectares) and works with a wide range of landholders who want to pass on responsibility for the management of sites and find bespoke long-term funding solutions for land management. These solutions include service charges, section 106, endowment, or a mix of funding. Our current endowment portfolio of over £180m provides the financial resources to ensure these sites are well managed and contribute positively to the wellbeing of local communities.

LT works in partnership with local managing partners, community groups and contractors who carry out the day-to-day management and practical maintenance of our sites such as habitat management and inspections, engaging with the local community and the organisation and running of events and activities.

Our managing partners are selected for their competence and ability to meet our charitable aims and are a range of organisations including Local Wildlife Trusts, TCV, Groundwork, RSPB, Woodland Trust, National Trust, local authorities, community associations, charities, greenspace contractors and Friends of Groups.