

Assistant BNG Ecologist

Job Title: Assistant BNG Ecologist
Reports To: Head of Ecology and Biodiversity Net Gain
Salary: £25,000, excluding any performance related bonus
Terms: 12-month contract with potential to be made permanent 36 hours p/w
Location: Home-based with UK travel. Access to Head Office if North West based.

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) and appointment as a Responsible Body (RB), the Land Trust (LT) is in an exciting period of development, with aspirations to play a leading role with BNG across England.

To assist with an increasing pipeline of projects, the Land Trust are now seeking to appoint an Assistant BNG Ecologist who will work closely with the Head of Ecology and Biodiversity to deliver our BNG Business Plan on existing and future sites. This is a national role that will play a part in: Habitat surveying, assessment and monitoring.

Acquisition of on-site and off-site BNG delivery.

Detailed project design related to habitat restoration.

LT's role as a Responsible Body.

Consultancy related to BNG on future LT sites/projects.

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

Roles & Responsibilities

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

Undertake the following key tasks:

UKHab, NVC and botanical field surveys on a wide range of habitats across England.

Phase 1 protected species surveys.

Statutory BNG condition assessments of habitats.

Write Biodiversity Net Gain Assessment Reports.

Populate Defra Biodiversity Metrics (all versions including statutory).

Write Habitat Management and Monitoring Plans.

Produce required GIS mapping on ArcGIS Pro.

Write habitat monitoring reports.

Other Duties:

Assist in producing:

- Appropriate cost models for delivery of biodiversity works.
- Seeding and planting schedules.
- Landscape specification.
- Bill of Quantities.

- Site Risk Assessments.
- Tender documentation.
- Where required, oversee third party reports and surveys including: soil testing, arboriculture surveys, GIS and mapping.

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 Ecology 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:

Qualifying member of CIEEM (onwards subscription cost to be covered by LT).

Educated to degree or Masters level in Ecological related subject.

Proven botanical experience.

Habitat report writing.

Population and interpretation of the Defra Metric (all versions including statutory).

Design of onsite and offsite BNG schemes.

Writing of Habitat Management and Monitoring Plans.

IT literate with proven skills in using MS Office and GIS 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.

Desirable skills/experience:

Relevant professional experience, particularly in habitat surveying and BNG.

Associate member of CIEEM (onwards subscription cost to be covered by LT).

FISC level 3+ certification.

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.

Experience of delivering BNG projects.

Experience writing habitat monitoring reports.

Experience of costing of biodiversity works.

Experience managing subcontractors/subconsultants.

Peer review of third-party reports and metrics.

Excellent communication skills including the ability to develop and manage relationships with partner organisations and contractors.

Salary And Benefits

- £25,000 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 (Medicash)
- Training and Development support
- Enhanced Family Friendly Policies
- Business travel costs will be reimbursed
- Annual performance incentive plan

APPLICATIONS

Please email a CV and covering letter highlighting why you believe you are ideal for this position to recruitment@thelandtrust.org.uk

- **Closing date for applications is** - 12pm on Sunday 31st August
- **Interviews will take place via MS Teams on** - Monday 8th September
- **Potential second 'in person' practical interview on** - Thursday 11th September

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

The Land Trust is a national charity committed to long-term sustainable management of countryside and greenspace for community benefit. It's 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 90 sites (2,800 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.