

Role Summary

Job title:	Ecologist / Senior Ecologist
Location of job:	Hybrid working – home based with occasional working in SRT Head Office, Martley, Worcester and travel around the Severn catchment area.
Post holder reports to:	Ecosystem Services Lead
Salary:	£25,200 - £31,900 (Officer) or £30,900 – £35,000 (Senior Officer)
Position type:	Permanent
Working arrangements:	Full-time role (37.5 hours per week) with a flexible working approach. 28 days Annual Leave plus bank holidays. We welcome applications from candidates looking to work part-time in this role.

Additional benefits:	9% employer pension contribution A generous home working package, including mileage reimbursement from your home address for all travel requirements plus monthly allowance. Two additional days annual leave awarded after two years' service.
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Overall purpose of the job

The Ecologist/Senior Ecologist role will join our expanding Development Team, taking the lead on delivering habitat and species assessments throughout the Severn catchment. The successful candidate will play a key role in the facilitation of a range of highly ambitious, landscape altering restoration schemes, through the provision of end-to-end ecological support to both our charitable programmes and our expanding portfolio of commercial based services, offered by our consultancy arm, Severn Rivers Ecology.

The role will be varied, somewhat seasonal and above all else, highly rewarding. Fundamentals of the role include; undertaking detailed habitat surveys, preparing ecological reports, providing technical ecological advice to the wider team, supporting with the establishment of monitoring programmes and coordinating a small team of freelance ecologists, to help expand our reach and capability.



Our Challenge

The Severn is the longest river in the United Kingdom, stretching 220 miles from its source in the Cambrian Mountains in Powys Wales, through the counties of Shropshire, Worcestershire and into Gloucestershire to the iconic estuary. The culture and economies of the historic settlements across the catchment have been intertwined with the river through commercial navigation, fishing, water supply, and trade. Today, the Severn's rivers, including important tributaries such as the Teme, the Stour and the Warwickshire Avon, continue to play an essential role in supporting wildlife, wellbeing and economies of the region.



Our freshwater environments are in trouble like never before. The pressures are seemingly endless – sewage pollution, agricultural run-off, habitat loss and major weather events including drought and flooding are all threatening irreversible destruction of our freshwater ecosystems.

Despite the enormity of the challenge, it's not too late.

Do you want to be part of the river Severn's recovery?

Our Team



Our work is organised across the following four divisions:

- Operations Team
- Development Team
- Community Engagement Team
- Finance and Administration Team

Our staff have an intimate understanding of the River Severn and its tributaries. We're proactive and hands on, working with farmers, land managers and communities to deliver ecological restoration at a local level, with catchment-wide impacts.

Our mission is **a healthy, resilient River Severn for everyone**, and we strive to achieve this by delivering ambitious programmes of work across the following strategic themes;

💧 Restoring our rivers

- Removing barriers to fish migration to reconnect river habitat
- Renaturalising our rivers through works such as re-meandering and installing woody debris.

💧 Recovering our land

- Advising farmers to encourage the adoption of regenerative agriculture practices.
- Restoring and creating habitat mosaics at a catchment scale including; wetlands, riparian woodlands and floodplain meadows.

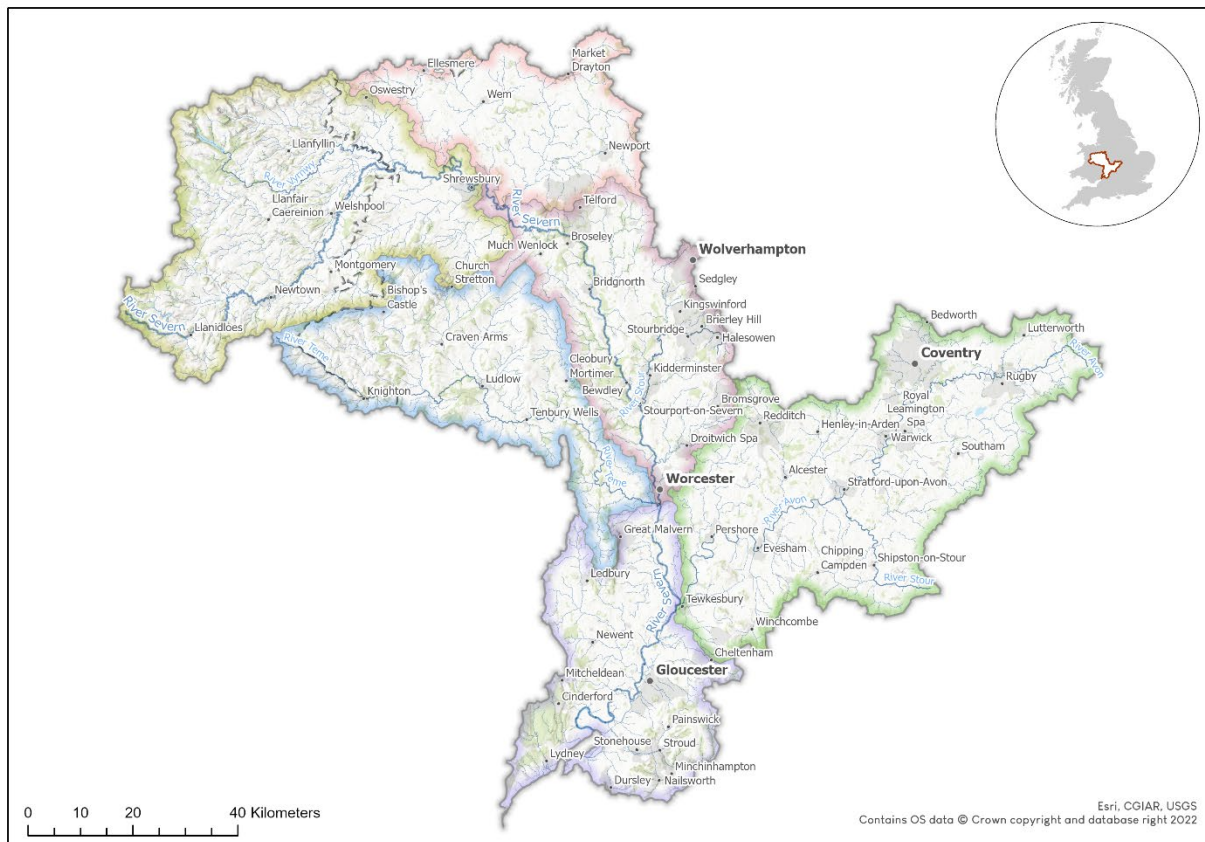
💧 Empowering our communities

- Mobilising volunteers to take action for their local water environment through citizen science monitoring and practical conservation opportunities.
- Establishing inspiring learning programmes to upskill and empower the next generation of river guardians.





Our Working Area



The role will operate throughout the Severn catchment. To avoid excessive travel requirements, you will be supported by our growing team of freelance ecologists during busy periods. Further information on the geography and conditions of our operation catchments can be found by following the links below.

- ◆ [Severn Vale](#)
- ◆ [Worcestershire Middle](#)
- ◆ [Warwickshire Avon](#)
- ◆ [Teme](#)
- ◆ [Shropshire Middle Severn](#)
- ◆ [Severn Uplands](#)



Role Purpose

Ecological Services

- Undertake a range of habitat surveys, including UKHab, Phase 1 and Extended Phase 1. There will also be a requirement to conduct River Condition Assessments (training provided).
- Provide specialist advice to aid decision making when delivering habitat creation and management schemes, ensuring we make the right decisions in the right places.
- Create high quality, professional reports, and accompanying spatial maps.
- Produce site appropriate habitat creation and management plans which consider the wider landscape, its pressures, and the opportunities available to build biodiverse, resilient catchments.
- Design and implement robust monitoring programs to demonstrate the impact of our work.
- Undertake BNG calculations using the biodiversity metric tools and liaise with project leads/clients to agree habitat creation proposals.

Project & Team support

- Provide basic mapping support to the wider team.
- Develop a team of reliable, skilled, and strategically located freelance ecologists to support our growing team and commercial activities during busy periods.
- Assist or lead (experience dependent) a range of workstreams, including protected species assessments, electrofishing surveys, and macroinvertebrate sampling.
- Prepare grant applications and competitive tenders for projects involving ecology workstreams, in collaboration with the Ecosystem Services Lead.
- Proactively work to establish strong working relations with our stakeholders and partners and establish SRT as the 'go-to' delivery body.

Other Duties:

- In addition to the above you will play a key role in the Severn Rivers Trust team helping to deliver our strategic objectives.
- Prioritise health and safety and wellbeing. Take responsibility for yourself, as well as the needs of others (e.g. participants, volunteers and colleagues).
- Support in establishing a workplace culture where staff are motivated to come to work, capable of performing to their highest standard and comfortable being themselves.



Person Specification

Skills and Experience	Essential	Desirable
A detailed knowledge of UK habitats, particularly relating to the farmed environment, and associated priority species	✓	
Experience undertaking habitat surveys in line with UKHabs	✓	
Experience appraising priority terrestrial and freshwater habitats and providing restorative management advice	✓	
Working understanding of Biodiversity Net Gain, including the delivery of condition assessments and the preparation of habitat management plans	✓	
A good, broad understanding of environmental conservation and land management	✓	
Exceptional listening and communication skills, with a proven ability engage with multiple stakeholders and develop professional relationships	✓	
Advanced botanical identification skills	✓	
Full UK driving licence with own car covered by business insurance	✓	
CIEEM Associate Membership (or above)		✓
Field Identification Skills Certificate (FISC) Level 3 or above		✓
River Condition Assessment qualification		✓
Comprehensive, expert habitat and/or species knowledge in a specific subject/area of your discipline (e.g. floodplain meadows)		✓
Experience using mapping software such as ArcGIS		✓
Protected Species Survey and Mitigation licences		✓
Experience informing habitat creation and restoration schemes		✓



Application Process

For further information or to discuss this post please contact Lloyd Cockram our Ecosystem Services Lead

For emails enquiries: lloyd.cockram@severnriverstrust.com

To chat or WhatsApp: 07923 220391

Deadline for applications: **Midnight Sunday 9th June**

Interview date: **Tuesday 18th June**

To apply for this role please forward a CV and Cover Letter to recruitment@severnriverstrust.com.

Your CV should be no longer than 2 A4 sides and should present all your relevant work history, education and training.

Your cover letter should be no longer than 2 A4 sides and should summarise how your skills and experiences enable you to meet the requirements of this position, as set out in the Role Requirements and Person Specification sections of this job description.

We will respond to all applicants with an email message to confirm receipt. Unfortunately, we cannot offer feedback on candidates who do not reach the interview stage.



Thank you for your interest in this role with Severn Rivers Trust!