



**Somerset  
Wildlife Trust**



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Wildlife Trust  
Consultancy**



# Wilder Somerset

## 2030



More space for nature where wildlife thrives  
with more people on nature's side



**Job description:  
SWTC Assistant Ecologist  
/ Land Manager**

Somerset Wildlife Trust is a local independent charity with a commercial subsidiary. We are the only organisation uniquely focused on improving the natural environment of Somerset for the benefit of wildlife and people. We protect, and lead the recovery of Somerset's stunning, diverse, and important natural environment, making the case for nature to the public and politicians.

Somerset Wildlife Trust is one of 46 Wildlife Trusts, and one of 25 Wildlife Trust Consultancies across Britain which together with the *Royal Society of Wildlife Trusts* collectively form *The Wildlife Trusts*. We are the biggest movement in the UK working solely for nature and we believe that restoring nature on a landscape scale is essential for tackling climate change and biodiversity loss.

The climate and ecological crises require comprehensive, ambitious solutions and urgent action across all sections of society. The crises are also inexorably linked so it is vital that our new strategy, '[Wilder Somerset 2030](#)' is delivered with both at its core. We recognise that people are part of the solution and everyone has a role to play in restoring nature and averting the worst of the climate change. Research suggests that if 1 in 4 people in society take action then social tipping points can be achieved and widespread positive change can happen. This underpins one of our key strategic goals and Team Wilder is our delivery approach to inspiring and empowering others to help nature recover.

### Our New Vision

To deliver a Somerset wide nature recovery network creating more space for wildlife, benefiting everyone, and playing its part in helping us reverse biodiversity loss and tackle the climate crisis.

### Our New Mission

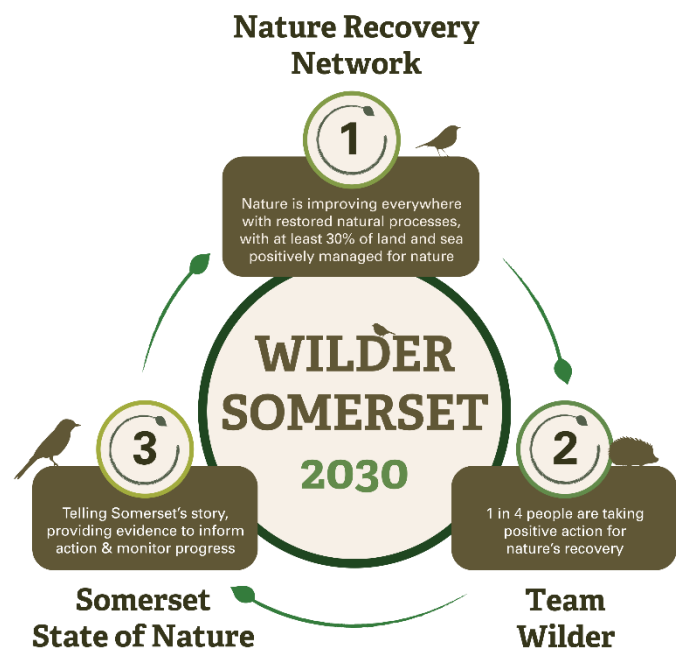
To champion the change needed to rebalance our relationship with wildlife and the natural world.

### Our Goals for 2030:

To ensure that nature is improving across the county, supported by restored natural processes, and is connected and protected through a Nature Recovery Network, with at least 30% of land and sea managed positively for nature.

For nature to be valued and protected by everyone, building a movement with at least 1 in 4 people taking action for nature's recovery across Somerset.

By 2030 to tell the story of nature's recovery in Somerset through a shared, live online State of Nature tool that monitors progress and informs action.



## About the post

The Assistant Ecologist / Assistant Land Manager is responsible for assisting with the delivery of a range of ecological and land management consultancy services for a variety of projects across the UK. The position involves undertaking ecological surveys, acting as an ecological clerk of works, undertaking land management tasks and providing information to enable the production of high-quality technical documents.

<b>Job Title</b>	SWTC Assistant Ecologist / Land Manager
<b>Grade</b>	Specialist Level 1
<b>Reports to</b>	Manager
<b>Team</b>	Somerset Wildlife Trust Consultancy
<b>Responsible for</b>	Assisting project delivery.
<b>Job purpose</b>	The position involves assisting with the delivery of ecological services.
<b>Position</b>	Permanent, full-time (37.5hrs per week).
<b>Notice period</b>	3 month
<b>Location</b>	Callow Rock Offices, Shipham Road, Cheddar, Somerset, BS27 3DQ / home working
<b>Working relationships</b>	<p><b>Internal:</b> All staff and trustees</p> <p><b>External:</b> Clients, suppliers and contractors</p>
<b>Benefits of working for Somerset Wildlife Trust</b>	<p>We offer some fantastic benefits including:</p> <ul style="list-style-type: none"> <li>• 7% employer pension contribution</li> <li>• Life insurance</li> <li>• An annual professional institution subscription if applicable</li> <li>• Flexible and agile working</li> <li>• Wellbeing support – EAP, wellbeing champions</li> <li>• Diversity networks through RSWT/TWT</li> <li>• Paid volunteer days</li> <li>• Continuous Professional Development opportunities</li> <li>• 33 days of holiday (25 + bank holidays)</li> <li>• Staff social calendar and events</li> </ul> <p><b>The opportunity to make a real and positive difference to nature, communities and the climate</b></p>

## Job Description – Key Responsibilities and Tasks

### Responsibility 1: Project Delivery

- Assist in planning the delivery of services by staff and sub-contractors and assist with the identification and resolution of resource limitations wherever possible to enable successful task completion.
- Provide ecological and land management support for projects by undertaking ecological surveys, acting as an ecological clerk of works and undertaking land management tasks.
- Provide information to project managers to enable the production of high-quality technical reports.

### Responsibility 2: Business Development

- Promote ecological services to new and existing clients via creation of appropriate content (e.g. LinkedIn, X, website).
- Maintain and build relationships with existing and new clients and seek opportunities to expand partnerships which contribute to financial and Wilder Somerset targets.

### General

- Continually develop skills and expertise which will improve the delivery of ecological services.
- Adhere to SWTC’s systems and procedures (e.g. timesheets, outlook calendar systems, file conventions).
- Comply with Somerset Wildlife Trust’s policies and procedures.
- Carry out other duties relevant to the post as requested.
- Reflect Somerset Wildlife Trust’s values in all areas of work.
- Work collaboratively with other Wildlife Trusts to share learning and achieve greater impact collectively.

PERSON SPECIFICATION		
To succeed in this role you will need to demonstrate:		
	<i>Essentials</i>	<i>Desirables</i>
<b>Qualifications</b>	<p>Member of the Chartered Institute of Ecology and Environmental Management</p> <p>Educated to degree level or MSc level in a relevant discipline or disciplines</p> <p>Full driving license and ownership of a personal vehicle</p>	<p>Qualifying member of the Chartered Institute of Ecology and Environmental Management</p> <p>Outdoor First Aider</p> <p>Fit for work certified</p> <p>Protected species licences (bats, dormice and great crested newts)</p> <p>CSCS card holder</p> <p>Brushcutter and/or chainsaw ticketed or eligible for certification.</p>
<b>Experience</b>	<p>A minimum of 1 years professional experience.</p> <p>Demonstrable commercial experience, with a determination to deliver high quality, timely and cost-effective services.</p>	<p>Client service experience including communication with clients via telephone, email and in person.</p> <p>Experience of working with contractor gangs undertaking habitat works.</p>

		<p>Ecological consultancy experience completing habitat and species surveys.</p> <p>Brushcutter and/or chainsaw experience or willingness to learn.</p>
<b>Knowledge</b>	<p>Understanding of current best practice survey guidance for habitats (including BNG) and species.</p> <p>Knowledge of legal requirements and planning systems and polices at a national and local level.</p> <p>Awareness of environmental and biodiversity issues.</p>	<p>Excellent species identification and impact assessment skills.</p> <p>Strong awareness of protected species licensing requirements and systems.</p> <p>Knowledge of habitat management practices.</p>
<b>Skills</b>	<p>Excellent communication skills; judging the frequency and method most appropriate to the situation and audience.</p> <p>Highly competent in the use of Microsoft Office programs like Word and Excel.</p> <p>Ability to solve problems by proposing potential solutions rather than highlighting issues.</p> <p>Strong organizational skills and ability to prioritise work to achieve deadlines.</p>	<p>Proven ability to manage personal time according to a fixed budget.</p> <p>Experience using more specialist software such as GIS and Kaleidoscope Sound Analysis Software.</p> <p>Proficiency in the operation and maintenance of hand-tools and machinery to manage habitats.</p>
<b>Attributes</b>	<p>Willingness and ability to undertake practical manual tasks outdoors in safe weather conditions and during and/or during anti-social hours.</p> <p>Committed to the delivery of outstanding client service.</p> <p>Acute attention to detail being able to execute all tasks accurately without error.</p> <p>Capacity and ability to sustain and succeed in a demanding post involving managing different priorities.</p> <p>Able to follow specified systems and processes without deviation but also, where required, be willing to suggest system improvements.</p> <p>Commitment to the highest levels of integrity, honesty and good governance.</p> <p>Self-motivating and able to work on own initiative and be flexible.</p>	<p>An interest in the commercial aspects of the business including sales and marketing.</p> <p>Ability to occasionally work away from home for short periods of time.</p>

	<p>Exemplary professional conduct</p> <p>Exemplary office conduct</p> <p>Personal qualities consistent with SWTC values</p> <p>Positive and approachable demeanor.</p> <p>Determination to complete work which is of a high standard within required timescales.</p> <p>Eligibility to work in the UK without sponsorship.</p>	
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## **SOMERSET WILDLIFE TRUST'S WORKING VALUES AND EXPECTATIONS**

### **Developing Somerset Wildlife Trust**

To deliver our Wilder Somerset 2030 plan we, Somerset Wildlife Trust, will need to build our charity, be clear in our priorities and ensure our own actions support our aims. We have a new set of Values that will inform all our decision-making and actions to bring about nature's recovery across Somerset.

- We are passionate about nature.
- We believe everyone can contribute to nature's recovery.
- We love Somerset - its amazing wildlife and its communities.
- We are confident and brave in standing up for nature.
- We encourage innovative thinking and action for nature's recovery.

### **To deliver our strategy we will:**

- Support, inspire and enable others to act while leading by example.
- Develop a Climate and Environment Strategy that delivers on our own environmental commitments within the Trust covering all areas of our operation and land use including procurement, utilities, facilities, and transport to achieve carbon neutrality by 2030.
- Use our resources efficiently and effectively, harnessing the diversity, talent and commitment of our staff and supporters.
- Expand our supporter base and sources of income, including through embracing new opportunities to generate income streams that are compatible with our strategic goals and maintain financial stability.
- Embrace new ways to grow our impact and reach, with a particular focus on expanding our digital knowledge and experience.

