

Role profile

Job Title:	Ecology Officer	Grade:	10
Department:	Parks	Post no.:	65113
Directorate:	Economy and Sustainability	Location:	Perceval House

Role reports to:	Parks Development Manager
Direct reports:	N/A
Indirect reports:	N/A

Job description

Recruitment practices to safeguard and promote the welfare of children and/or vulnerable adults apply to this post in addition to the requirement to obtain a Disclosure and Barring Service (DBS) check.

Purpose of role

- Taking a proactive role in formulating and implementing the Council's work in ecology and biodiversity, through partnership with officers from other departments, national statutory and non-statutory bodies, elected members and the local community.
- To ensure compliance with the Council's statutory obligations with regard to planning applications and policy with regard to nature conservation.
- Undertaking fieldwork, surveys and reporting of biodiversity sites for the purposes of offsetting BNG, Suitable Alternative Natural Greenspace (SANGs) and other ecological monitoring.

Key accountabilities

- To provide timely and relevant ecological advice and its interpretation, including preparing expert advice to Council officers, Committees, Members, Public Inquiries, Examinations in Public and public meetings as required.
 - a. Provide Pre-application and Planning application advice on landscape, ecological and nature conservation aspects of proposals including in relation to Urban Greening Factor, Biodiversity Net Gain
 - b. Support the drafting and discharging of relevant conditions.
- To work closely with various teams within the Council, comply with Council processes and liaise with external stakeholders.
 - a. Work closely with relevant Council teams and contractors, including but not limited to those responsible for Parks, Nature Conservation, Planning Policy, Planning Enforcement, Development Management,

- Estates, Highways, Legal, Regeneration, and Urban Design to ensure that appropriate account is taken of biodiversity issues in strategy and policy drafting and day to day operations.
- b. Report to the appropriate Corporate Boards/ Members/ Service areas on the delivery of BNG, other nature conservation plans, and planning obligations in the borough. Reporting to biodiversity working groups/boards/meetings.
 - c. Lead on appropriate consultation & engagement with communities, local environmental stakeholder groups.
 - d. Work with external stakeholders including the GLA, GiGL, Natural England, neighbouring Local Authorities and other statutory and non-statutory consultees.
 - Develop and monitor policy and programmes to enhance nature conservation in the borough.
 - a. Lead on developing policy and programmes to enhance nature conservation in the borough.
 - b. Ensure and support timely review and updating of surveys of Sites of Importance of Nature Conservation
 - To support the planning service to meet its Biodiversity Net Gain commitments.
 - a. Lead on establishing clear policy and delivery mechanisms, with the support of the wider planning service, to implement Biodiversity Net Gain.
 - b. Develop guidance to support the implementation of Biodiversity Net Gain in a manner which supports delivery of the Councils' wider objectives.
 - c. Work with internal and external partners to develop an approach to offsite Biodiversity Net Gain which supports delivery of the Councils' wider objectives.
 - d. Support the Planning Service to secure appropriate Biodiversity Net Gain requirements on new developments.
 - e. Support the Planning Service to monitor compliance with planning conditions and legal agreements in relation to BNG, including working with planning enforcement officers, where required.
 - f. Undertake the boroughs' statutory monitoring return for Biodiversity Net Gain requirements to central government.
 - g. Ensure Natural England's Biodiversity Net Gain Register for offsite provision in each Borough is up to date.
 - To keep up to date with relevant legislation, initiatives, plans and guidance.
 - a. Work with the local environmental records centre (GiGL) for the purposes of monitoring and reporting.
 - b. Attend appropriate training, forums, stakeholder events on biodiversity & nature conservation.

- c. To keep up to date with and have an expert knowledge of relevant legislation, initiatives, plans and guidance etc. with regard to their ecological implications and advise others on these as appropriate.
 - d. Provide training to the Planning Service and other departments on ecology/ biodiversity/ nature conservation.
- To maximise the Councils' ability to deliver and fund biodiversity projects.
 - a. Keep informed of possible sources of funding for biodiversity related projects • Lead and support (as appropriate) the development of proposals and application for external funding and to secure biodiversity funding for projects
 - b. Manage any relevant budgets and oversee relevant procurement activity, including the management of any consultants.

Key performance indicators

- Local performance indicators met
- Successful achievement of Service/Team Plans
- Overall / discrete Service Line customer satisfaction indices
- Fulfilling personal action plan

Key relationships (internal and external)

- Line Manager
- Colleagues within the department and throughout the council
- Contractors
- External agencies
- Residents, volunteers and customers

Authority level

- Contractor
- Team plans
- Local budget

Additional Requirements

- Any other duties appropriate to the post and grade

Person specification

Community and partnership working are essential for all roles as are a commitment to Equality, Diversity and Inclusion and ensuring Health and Safety at Work for everyone working at Ealing Council.

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Essential knowledge, skills and abilities

1. Ecology and biodiversity management and best practice within ecology and biodiversity management.
2. The Environment Act 2021, Habitats and Conservation of Species Regulations 2017, and the Natural Environment and Rural Communities (NERC) Act 2006.
3. The local planning authority's responsibilities and functions. Planning legislation and related guidance.
4. Local government, the communities it serves, and the services it provides.
5. Demonstrate a high customer work focus.
6. Able to communicate effectively, both orally and in writing, and influence others.
7. Good report writing skills and the ability to prepare briefing notes, policies, procedures, research reports, in clear and concise English.
8. Good presentation skills to a wide-ranging audience including Council departments, Councillors and the public.
9. Ability to work collaboratively with a range of internal services, external agencies, and community organisations in a facilitating, enabling and advisory capacity.
10. Ability to manage time and prioritise work and respond flexibly to frequently changing needs and priorities.
11. Supportive of achieving continuous improvement and embracing change to deliver cost effective, quality services.
12. Committed to own learning and development.

Essential qualification(s) and experience

1. Degree level or post graduate level with formal qualification in relevant subject such as ecology, environmental management or environmental planning. In exceptional circumstances, where there is evidence of significant experience of working in a similar role a formal qualification may not be required but you will need to demonstrate a willingness to acquire a relevant qualification.
2. Chartered or full membership of an appropriate professional institution, e.g. CIEEM, or is eligible and/or is working towards membership.
3. Working in a similar role in ecological consultancy or a Local Authority
4. Undertaking research and monitoring work, with attention to detail.

5. Using IT at an advanced level, including ability to use a range of computer software, including GIS, to collate, interrogate, analyse, monitor, and report data.
6. Contributing to cross- Council initiatives and multidisciplinary and inter-agency projects.
7. Providing high quality technical advice to senior managers, Councillors and/or other stakeholders.
8. Overseeing and managing projects and programmes to improve biodiversity.

Values and behaviours

Improved life for residents	Trustworthy	Collaborative	Innovative	Accountable
<ul style="list-style-type: none"> • Is passionate about making Ealing a better place • Can see and appreciate things from a resident point of view • Understands what people want and need • Encourages change to tackle underlying causes or issues 	<ul style="list-style-type: none"> • Does what they say they will do on time • Is open and honest • Treats all people fairly 	<ul style="list-style-type: none"> • Ambitious and confident in leading partnerships • Offers to share knowledge and ideas • Challenges constructively and respectfully listens to feedback • Overcomes barriers to develop our outcomes for residents 	<ul style="list-style-type: none"> • Tries out ways to do things better, faster and for less cost • Brings in ideas from outside to improve performance • Takes calculated risks to improve outcomes • Learns from mistakes and failures 	<ul style="list-style-type: none"> • Encourages all stakeholders to participate in decision making • Makes things happen • Acts on feedback to improve performance • Works to high standards