

Job Title	Countryside Ecologist
Grade	9

Our Vision

An innovative, ambitious and sustainable county, where everyone has the opportunity to prosper, be healthy and happy.

Our Outcomes

We want everyone in Staffordshire to:

- Have access to more good jobs and share the benefit of economic growth
- Live in thriving and sustainable communities
- Be healthier and more independent for longer

Our Values

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, flourish and contribute to our ambitious plans. Our values are at the heart of the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

- Ambitious – We are ambitious for our communities and the people of Staffordshire
- Courageous – We recognise our challenges and are prepared to make courageous decisions
- Empowering – We empower and support our people by giving them the opportunity to do their jobs well.

About the Service

Based in the Economy, Infrastructure & Skills Directorate, Environment & Countryside is responsible for the management and development of Staffordshire County Council's country parks and green spaces, 4500km of statutory public rights of way and the associated definitive map, the

provision of high-quality environmental advice across SCC functions and externally, the conservation of Staffordshire’s natural and historic environment and the management of environmental data and spatial information. The service hosts the Cannock Chase National Landscape Partnership and is leading the development of the Local Nature Recovery Strategy for Staffordshire and Stoke. It is also involved with other strategic environmental partnerships across the county.

About the Role

Working within the Cannock Chase and Country Parks teams, this role will provide ecological input to support management of habitats and species across the countryside estate. This will include compliance procedures, developing and delivering projects and schemes and commissioning surveys and management works. This will include work to expand grazing management at target sites to support sustainable habitat management and delivery of favorable condition for protected features.

This post is designated as a Casual car user.

Reporting Relationships

Responsible to: Cannock Chase Site Manager / Country Parks Manager

Responsible for: volunteers

Key Accountabilities:

1. Under the direction of the Cannock Chase Site Manager and Country Parks Manager, and working within the countryside teams, to coordinate and provide technical input on the development and delivery of ecological management on the countryside estate.
2. Compliance with environmental legislation and policy, including delivery of favourable condition targets for designated sites and species protection and recovery work.
3. Under direction of the Cannock Chase Site Manager / Country Parks Manager, lead activities required to reintroduce conservation grazing

at key sites, including common land, coordinating / commissioning planning, engagement, application and implementation processes.

4. Procure and manage contracts and agreements to support conservation management delivery.
5. Secure and manage grants and agri-environment schemes to support management, ensuring compliance with funding requirements.
6. Undertake / commission monitoring to assess the condition / status of key habitats, species and features to inform management.
7. Work with County Environment Specialists to ensure the positive management of historic environment features on the countryside estate.
8. To develop partnership initiatives to manage county council sites through landscape-scale conservation work.
9. Maintain positive relations with statutory agencies, interest groups and stakeholders.
10. Increase awareness and understanding of environmental management on the estate.
11. Practical implementation on site of the volunteer strategy ensuring volunteers are effectively supported and deployed day to day.
12. While this post is focused on the countryside estate, all roles need to be flexible and you may be required to support work across Environment & Countryside to meet business needs commensurate with the general nature and grading of this role.

Other Information

Work Pattern: The countryside service operates seven days a week, 365 days a year; you will be required to work 5 days per week with two (generally consecutive) rest days; your work pattern may vary according to business needs.

Normal outdoor working conditions. Protective clothing and boots are supplied. Standard hours of work are 37 hours per week worked in five days. The post holder may be required to work on Saturdays, Sundays and public holidays. Some evening work may also be necessary at certain times of the year. Rest days in mid-week are currently allowed in lieu. The post holder will be paid at plain time rate in addition to normal pay for hours worked on Bank Holidays, extra statutory or concessionary holidays granted by the County Council. The service operates across Staffordshire and the post holder may be required to work at any site in the county according to business need. The postholder will be required to undertake emergency duties out of normal working hours as necessary.

The postholder may have access to an appropriate pooled work vehicle or may be required to use their own vehicle depending on the task. If the postholder is required to use their own vehicle, payments for any additional travel will be in accordance with the Staffordshire County Council Car Allowance Regulations, as currently existing and as amended from time to time (full details can be supplied).

This post is subject to DBS and medical clearance.

Professional Accountabilities:

The post holder is required to contribute to the achievement of the Council objectives through:

Financial Management

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.

People Management

Engaging with People Management policies and processes

Equalities

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

Climate Change

Delivering energy conservation practices in line with the Council’s climate change strategy.

Health and Safety

Ensuring a work environment that protects people’s health and safety and that promotes welfare, and which is in accordance with the Council’s Health & Safety policy.

Safeguarding

Commitment to safeguarding and promoting the welfare of vulnerable groups.

The content of this Job Description and Person Specification will be reviewed on a regular basis.

Person Specification

A = Assessed at Application
I = Assessed at Interview
T = Assessed through Test

Minimum Criteria for Disability Confident Scheme *	Criteria	Measured by
	<p>Qualifications/Professional membership</p> <ul style="list-style-type: none"> Degree or equivalent technical experience in ecology or appropriate discipline 	<p>A/I</p>
    	<p>Knowledge and Experience</p> <ul style="list-style-type: none"> Experience in habitat management and restoration Knowledge and experience of habitat creation methods and techniques including conservation grazing Broad understanding of legislation and policy guidance relating to biodiversity and management of sites designated for their wildlife interest in England Sound understanding and experience of countryside management policy and practice and managing public sites Experience of procurement and contract management Experience of participating in multi-disciplinary teams Knowledge and experience of health and safety management and risk assessment Experience of working with the public, volunteers, contractors, external organisations and through partnerships 	<p>A/I</p> <p>A/I/T</p> <p>A/I/T</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>
  	<p>Skills</p> <ul style="list-style-type: none"> Effective communication and interpersonal skills Report writing and data management Effective team working skills Effective IT skills including GIS Ability to deal with difficult situations Current driving licence Physical fitness including ability to walk reasonable distances and undertake physical work outdoors in all weathers <p>This post is designated as a casual car user</p>	<p>A/I/T</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>



If a disabled person meets the criteria indicated by the Disability Confident scheme symbol and provides evidence of this on their application form, they will be guaranteed an interview.

We are proud to display the Disability Confidence Symbol, which is a recognition given by Job centre plus to employers who agree to meet specific requirements regarding the recruitment, employment, retention, and career development of disabled people.

If you need a copy of this information in large print, braille, another language on cassette or disc, please ask us by contacting
Talent & Resourcing Team 01785 278300