



Caledonian Conservation Ltd is a well-established ecological consultancy based in Central Scotland, and celebrating our 10<sup>th</sup> anniversary this year. Our clients include developers, Statutory Nature Conservation Organisations, environmental charities and other consultancies. Our projects have included full Ecological Impact Assessments for renewable energy developments, Ecological Clerk of Works, Site Condition Monitoring of SSSIs, conservation research, habitat management plans and public interpretation. We also undertake our own in-house research projects.

<b>Job Title</b>	Ecologist
<b>Salary</b>	Circa £20,000 p.a. starting salary (dependent on experience)
<b>Post Duration</b>	Permanent.
<b>Location</b>	Due to coronavirus restrictions it is anticipated that the successful candidate will initially be based at home. However as restrictions ease, it is envisaged that this post will become based at the Caledonian Conservation Ltd office as soon as it is safe:  Office 2 and 3, Craigarnhall, Bridge of Allan, FK10 3SR
<b>Hours</b>	40 hour average week
<b>Closing Date</b>	08:00 Monday 13 <sup>th</sup> July
<b>Overall Purpose</b>	To assist with day-to-day project management of a wide range of ecology projects, undertake data analysis and reporting and undertake ecological surveys, as well as invertebrate specimen identification.  The role will have a focus on entomology and other invertebrates, as well as at least one other area of expertise (e.g. birds, mammals, habitats etc).
<b>Roles and Responsibilities</b>	<ul style="list-style-type: none"> <li>• Undertake entomology fieldwork;</li> <li>• Undertake invertebrate identification (with proven expertise in Coleoptera and at least one other group);</li> <li>• Undertake ecology fieldwork for a variety of surveys, including bird flight activity surveys, breeding bird surveys, protected mammal surveys and other specialist surveys as appropriate to the skills, experience, interests and training of the successful candidate;</li> <li>• Provide on-the-ground Ecological Clerk of Works (ECoW) services for projects;</li> <li>• Assist with the day-to-day project management of a range of ecology projects, which may include renewable energy ecology studies to inform Ecological Impact Assessments (EclA), ECoW, Site Condition Monitoring of SSSIs and conservation research projects for environmental NGOs;</li> <li>• Be the lead project manager for a subset of projects;</li> <li>• Be the point of contact for Caledonian Conservation Ltd in the absence of more senior staff;</li> <li>• Undertake data analysis and reporting, such as EclA, feasibility studies, baseline reports and conservation research project reports; and</li> <li>• Represent Caledonian Conservation Ltd and its clients at meetings, conferences or events.</li> </ul>

<p><b>Person Specification</b></p>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Educated to degree level in environmental field, or equivalent experience;</li> <li>• Invertebrate survey experience;</li> <li>• Invertebrate identification skills – competent in Coleoptera and at least one more group (most desirable being Diptera, Hemiptera or Hymenoptera but others will be considered);</li> <li>• Expert skills in at least one additional area of ecology (e.g. birds, protected mammals, habitats etc);</li> <li>• Excellent written and oral communication skills;</li> <li>• Excellent interpersonal skills;</li> <li>• Enthusiastic, flexible and committed;</li> <li>• Passionate and proactive;</li> <li>• Able to work as part of a team, which may include colleagues from other organisations;</li> <li>• Able to work on multiple projects;</li> <li>• Able to work under own initiative;</li> <li>• An understanding of health and safety implications of working outdoors in remote and urban environments;</li> <li>• Full clean UK or international driving licence;</li> <li>• Regular access to own vehicle for work purposes;</li> <li>• Willing to work evenings and occasional weekends;</li> <li>• Willing to stay away from home; and</li> <li>• Right to work in the UK.</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• CIEEM membership;</li> <li>• Appropriate and valid CSCS or LISS/CSCS card;</li> <li>• Qualification in offroad driving (e.g. BORDA certificate);</li> <li>• Additional expert ecology skills, such as species licences;</li> <li>• Working knowledge of Scottish environmental and planning legislation and policies;</li> <li>• Experience of ArcGIS software;</li> <li>• Excellent Microsoft Office skills; and</li> <li>• Evidence of ability to liaise and work effectively with a range of partners.</li> </ul>
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To apply for this post please send full CV (2 pages maximum) and covering letter electronically to [chris.cathrine@caledonianconservation.co.uk](mailto:chris.cathrine@caledonianconservation.co.uk) with subject 'Ecologist Vacancy' by the closing date stated above. The covering letter should outline your reasons for applying for this job and why you feel you are suitable (maximum statement 1,000 words). Please provide examples of invertebrate projects you have worked on, including fieldwork and identification. Ensure that two referees are included on your CV or covering letter, one of whom should be your most recent employer. Referees will only be contacted after a job offer has been made. Please also indicate where you learned of the vacancy in your letter (not included within the 1,000 word statement).

Interviews for short-listed candidates will be held via online video conferencing or another suitable remote method.

For further information relating to this post, contact Chris Cathrine, Director ([chris.cathrine@caledonianconservation.co.uk](mailto:chris.cathrine@caledonianconservation.co.uk) / 07789 77 11 66).