



Caledonian Conservation Ltd is a well-established ecological consultancy based in Central Scotland. Our clients include developers, Statutory Nature Conservation Organisations, government, local authorities, environmental charities, academic institutions, media, and other consultancies. Our projects have included full Ecological Impact Assessments for a variety of developments (particularly renewable energy), Ecological Clerk of Works, Site Condition Monitoring of SSSIs, conservation research, habitat management plans, policy, preparing guidance, assisting media projects (e.g. film and TV), and education. We also undertake our own in-house research projects.

For details on how to apply for this position, please see the end of this document.

<b>Job Title</b>	Principal Ecologist
<b>Salary</b>	Circa £36,500 to £45,000 pro rata p.a. depending on experience
<b>Post Duration</b>	Permanent
<b>Location</b>	Caledonian Conservation Ltd office (Office 2 and 3, Craigarnhall, Bridge of Allan, Stirling, FK9 4NG) although will involve field work, and we are flexible with home working.
<b>Hours</b>	<p>Full-time would be based on a 40-hour average week – however, we are prepared to consider candidates who would prefer a part-time arrangement to fit with other life commitments. We will be unable to consider candidates who cannot commit to at least three days per week. When applying please indicate on your cover letter whether you would intend to work full-time or part-time. If part-time, please define the number of days or hours per week you would intend to work if successful.</p> <p>Note that Caledonian Conservation Ltd is as flexible as possible with work times (as well as home working) so as to suit other personal life commitments and is a supportive employer.</p>
<b>Application Closing Date and Time</b>	17:00 Thursday, 17 <sup>th</sup> February 2022
<b>Overall Purpose</b>	To take project management responsibility for a subset of projects and assist with management of a wide range of other ecology projects, bring in new clients and win contracts through tendering (with an annual target to be agreed to monitor this), line management, undertake data analysis and reporting (including but not limited to Ecological Impact Assessments (EIAIs)), provide Ecological Clerk of Works (ECoW) services and undertake ecological surveys.
<b>Roles and Responsibilities</b>	<ul style="list-style-type: none"><li>• Line management of other team members;</li><li>• Bring in new clients and win contracts through tendering (an annual target will be set by agreement in order to monitor this);</li><li>• Assist with protected species licensing;</li></ul>

	<ul style="list-style-type: none"> <li>• Have a high level of experience in at least one or more areas of ecology, including species licenses, and able to take the lead in this / these areas (e.g. bats, other protected mammals, Schedule 1 birds, great crested newts, natterjack toads, botany, land management / agriculture, forestry etc);</li> <li>• Have a high level of experience leading on EclA chapters / reports;</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 ECoW services for projects;</li> <li>• Undertake day-to-day project management of a range of ecology projects, which may include renewable energy ecology studies to inform 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 for subset of projects, and for others 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;</li> <li>• Represent Caledonian Conservation Ltd and its clients at meetings, conferences or events;</li> <li>• Responsibility for health and safety, and also staff health and safety representative.</li> </ul>
<b>Person Specification</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Educated to degree level in environmental field, or equivalent experience;</li> <li>• Full member of the Chartered Institute of Ecology and Environmental Management (CIEEM);</li> <li>• Relevant species license(s) (e.g. bats, Schedule 1 birds, great crested newts, natterjack toads, etc);</li> <li>• Working knowledge of Scottish environmental and planning legislation and policies;</li> <li>• Evidence of ability to liaise and work effectively with a range of partners;</li> <li>• Experience of Ecological Clerk of Works (ECoW);</li> <li>• Experience of project management (including budget management);</li> <li>• Experience of producing successful tenders;</li> <li>• Experience of managing and preparing Ecological Impact Assessments (EclAs);</li> <li>• Experience of protected species licensing;</li> <li>• Expert skills in at least one additional area of ecology, holding appropriate licences (e.g. bats, habitats, invertebrates 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</li> </ul>

	<ul style="list-style-type: none"> <li>• in remote and urban environments;</li> <li>• Full clean UK or international driving licence;</li> <li>• Willing to work evenings and occasional weekends; and</li> <li>• Willing to stay away from home as required.</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• Other protected species license(s);</li> <li>• Experience of ArcGIS software;</li> <li>• Valid CSCS or LISS/CSCS Ecologist card;</li> <li>• Qualification in offroad driving (e.g. BORDA certificate);</li> <li>• Excellent Microsoft Office skills;</li> <li>• Experience or qualification in offroad driving; and</li> <li>• First aid qualification.</li> </ul>
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To apply for this post please send full CV (four pages maximum) and covering letter electronically to [info@caledonianconservation.co.uk](mailto:info@caledonianconservation.co.uk) with subject 'Principal Ecologist Vacancy' by the closing date (and time) stated above. The covering letter should outline your reasons for applying for this job and why you feel you are suitable (maximum 500 words).

Please also indicate where you learned of the vacancy in your letter (not included within the 500 word statement).

**Interviews for short-listed candidates will be held on Tuesday, 22<sup>nd</sup> February via Zoom (although we will do our best to accommodate candidates who are unable to attend on this date).**

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