



## **Field Ecologist**

### **Recruitment Application Pack**

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## **CONTENTS**

<b><u>Role Summary</u></b>	<b>3</b>
<b><u>What you'll be doing</u></b>	<b>4</b>
<b><u>Where you'll be working</u></b>	<b>4</b>
<b><u>Who we are looking for</u></b>	<b>4</b>
<b><u>Person Specification</u></b>	<b>5</b>
<u>Experience of</u>	5
<u>Knowledge and Understanding of</u>	5
<u>Skills and Qualifications</u>	5
<u>Personal Qualities</u>	5
<b><u>Standard Terms &amp; Conditions</u></b>	<b>6</b>
<b><u>Expected Recruitment Timeline</u></b>	<b>7</b>
<u>Closing date</u>	7
<u>Interviews</u>	7
<b><u>How to Apply</u></b>	<b>7</b>

## Role Summary

Job Title	<b>Field Ecologist</b>
Job Location	Home based, with frequent travel and site visits throughout the catchment
Contract	12 months, funding dependant extension possible
Hours	Full time, 5 days per week (35 hours per week / 1 FTE) A job share may be considered
Salary	£25,535
Holidays	28 days per year (in addition to bank and public holidays)
Reports to	Catchment Development Project Manager

### Brief

Our natural landscapes are under pressure from multiple angles: urban expansion, pollution, habitat degradation, and climate change. At the Calder Rivers Trust, we work with landholders, businesses, community groups, and government to find solutions to many of these challenges.

We are looking for a person to join our expanding team to identify habitats and species worth protecting—finding opportunities for habitat creation, expansion, and improvement across our watershed—from the tops of West Yorkshire’s moorland right down to the lowland floodplains.

We are a small Trust, but with big ambition. This role is a key point of our ‘golden triangle’ of a staff team whose focus is ‘getting stuff done’. Working to support and advise our Project Manager and Farm Advisor, you will be out in the field conducting surveys, walkovers, and site visits—to help both gather evidence of issues and build habitat improvement projects that offer multiple benefits to important ecosystem services such as natural flood management, carbon capture and storage, and water stewardship to support a biodiverse and resilient Calder catchment.

You will be a qualified Ecologist with a passion for landscape restoration and river habitats, and have a good understanding of what practical interventions can have the best impact for nature.

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### What you'll be doing

- Carrying out ecological surveys and Ecological Impact Assessments on sites of potential land use change or natural flood management intervention.
- Assessing Biodiversity baseline, creation, and enhancement metrics for Biodiversity Net Gain in habitats, hedges, and rivers.
- Helping to design and commission ecological work
- Conducting river condition assessments and walkover surveys
- Gathering scientific information—including working with our network of citizen scientists.
- Identifying habitat improvement opportunities and supporting Calder Rivers Trust staff and volunteers to deliver improvements.
- Working with other Calder Rivers Trust employees to support activities within the Calder Catchment Partnership, engaging with local authorities and environmental action groups.
- Staying up to date with the latest developments in land management legislation, funding opportunities, and best practice habitat management for climate change mitigation and resilience, water stewardship, and ecosystem services.

An example working week could involve nesting bird surveys on the moorland, aquatic invertebrate kick sampling and electro fishing, farm scale ecological survey for NFM project, tributary habitat and opportunities walkover survey.

### Where you'll be working

The Calder Rivers Trust is a charitable organisation focussed on protecting and improving rivers and waterways across the River Calder Catchment. We operate across Calderdale, Kirklees and Wakefield local authorities, working in partnership with the Environment Agency, Yorkshire Water, local authorities, private landowners and their tenants, charitable organisations, and community interest groups. You will be working across the range of landscapes and habitats in the Calder catchment, from Peatland and Moorland, through Clough woodland, fungi rich pastureland, to riparian and riverine habitats.

### Who we are looking for

We are looking for a candidate with a sound understanding of ecology and habitats who has experience conducting Ecological Impact Assessments for terrestrial and riparian/riverine habitats. We'd like you to have a good understanding of the Biodiversity Net Gain Metric 3.0, and experience in identifying, recommending, and carrying out habitat improvement works. We'd like you to have experience working in collaboration with stakeholders and volunteers, and have an understanding of land management, habitat and river pressures.

You will have excellent communication skills and a down to earth approach towards working with people. You will be self-motivated, have the ability to manage competing deadlines, and

deliver tasks to a high standard. You will have a full UK driving licence and have access to a vehicle.

Above all, you will be committed to our agenda as a Trust, what we stand for, and what we want to achieve.

## Person Specification

### Experience of

PS.01 Conducting Ecological Surveys and Ecological Impact Assessments	Essential
PS.02 Identifying and prescribing habitat improvement opportunities	Essential
PS.03 Working with and managing volunteer groups (in context of citizen science)	Desirable
PS.04 Report writing and mapping	Desirable

### Knowledge and Understanding of

PS.05 Current environmental legislation, including Biodiversity Net Gain, Priority Habitats, and Priority Species	Essential
PS.06 Ecosystem goods and services	Essential
PS.07 Metrics for quantifying and reporting landscape changes (e.g. woodland carbon code, peatland carbon code)	Desirable
PS.08 Strategic partnership development and relationship management	Desirable

### Skills and Qualifications

PS.09 Excellent communication skills, with a track record of building and maintaining relationships with external partners	Essential
PS.10 Relevant professional qualification/affiliation (e.g. CIEEM, CEnv, etc.)	Essential
PS.11 Excellent IT skills especially with Microsoft Office and GIS	Desirable
PS.12 Presenting environmental information to develop compelling evidence for change	Desirable

### Personal Qualities

PS.13 Good organisational skills/discipline and the ability to plan, track, deliver and evaluate work	Essential
PS.14 Ability to prioritise and deliver work to relevant standards and tight deadlines	Essential
PS.15 Ability to work under own initiative, and as part of a larger, cross-functional team	Desirable
PS.16 Innovative and applies creative thought to develop new initiatives and problem solving	Desirable

## Standard Terms & Conditions

Salary:	£25,535 pro rata per annum Salaries are paid each month by bank transfer.
Hours:	The Trust operates a 35 hour working week (full time). Our core hours of business are 9am to 5pm, Monday to Friday. The role may sometimes require evening and weekend work.
Contract:	This position is initially available on a fixed term contract for 12 months.
Flexibility:	The Trust recognises the importance of a strong work-life balance and actively promotes this. The Trust, where possible, endeavours to meet the flexible working needs of its employees. A high degree of flexibility is provided to staff members in relation to hours and location of work. Part time work or job sharing may be considered.
Holidays:	28 days per year (in addition to bank and public holidays). (pro rata for part time roles)
Pensions:	You may be eligible to be auto enrolled to the Rivers Trust Group Pension Plan with Royal London.
Notice Period:	Generally 6 weeks following satisfactory completion of a 6 month probationary period.
Place of Work:	Home office based, with travel across the catchment as required.
Business Travel:	Public transport is encouraged where possible. Business mileage is claimed through our expenses procedure.
Training:	A minimum training allowance of £1,000 is attached to this role. Further allowance will be assessed on a case by case basis.

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### Expected Recruitment Timeline

We aim to keep you informed throughout every step of your recruitment journey with us, and as much as possible we will commit to the timeline set out below:

1	Advert open for Applications	March 15th
2	<b>Closing Date for Applications</b>	<b>April 4<sup>th</sup></b>
3	Shortlisting Period Ends	April 8 <sup>th</sup>
4	Notification of Outcome to Applicants	April 11 <sup>th</sup>
5	Interviews	w/c April 18 <sup>th</sup>
6	Notification of Outcome to Interviewees	w/c April 25 <sup>th</sup>
7	Start Date Agreed with Appointee	w/c April 25 <sup>th</sup>

### Closing date

The closing date for applications for this role is **Monday April 4<sup>th</sup>**.

### Interviews

Interviews will be held using video conferencing.

### How to Apply

To apply please complete this [Application Form](#) by the **closing date**.

<https://forms.gle/dsUxoMVuY6xmDvNS8>

We look forward to receiving your application.

If you would like an informal conversation about this role, or if you would like more information please contact us at: [recruitment@calderandcolneriverstrust.org](mailto:recruitment@calderandcolneriverstrust.org) and we will arrange a convenient time for a discussion.