

Job Description

Cyngor Bwrdeisdref Sirol

Blaenau Gwent

County Borough Council



Regeneration & Community Services Directorate Natural Environment Division

Post Title	Ecologist		
Post Number	BG01061	Grade	Scale 8
Base	Civic Centre	Hours of Work	37 Hours
Car User Allowance	Approved Casual	Disclosure	Yes
Contact	Chris Engel 01495 355545	Updated	28/08/20

Principal Job Purpose

Responsible to: Team Leader Natural Environment (Infrastructure)

Responsible for:

Providing expert biodiversity and ecological advice to the development management (planning) team and to other departments and individuals, both internally and externally.

Ensuring Council compliance with the Environment (Wales) Act 2016 and other relevant legislation and to manage any biodiversity staff employed by the Authority.

Developing and supporting the implementation of the Biodiversity and Ecosystem Resilience Forward Plan.

Providing expert technical input and sharing knowledge with Wales Nature Recovery Action Plan sub-groups and ALGE Wales as appropriate.

Responsible for the preparation of LNR ecological management plans and Contributing to Blaenau Gwent & Torfaen Local Nature Partnershi

Principal Accountabilities

1. To provide a comprehensive and professional ecological advisory service to planning in respect of planning applications, development briefs, supplementary planning guidance and other consultations, including the provision of ecological advice, opinion and recommendations to ensure compliance with all relevant legislation and policy.
2. Responsible for project development and management, for example Welsh Government Enabling Natural Resources and Well-being grant funded projects.
3. Working at a South East Wales / Gwent scale with partners in local authorities, NRW, charity sector and communities to create and enhance resilient ecological networks
4. Advising on the development and implementation of good practice throughout all Council departments where their action may affect biodiversity.
5. Advise strategic planners on the preparation of local planning policies, local and national strategies and ensuring compliance with legislation and policy and to ensure they are sustainable.
6. Build support and understanding within the Authority for biodiversity work, demonstrating its value as a cross cutting theme across all service areas.
7. Ensure that the Authority has access to adequate information on biodiversity in the area, i.e. developing service level agreements with Local Record Centres and coordinating ecological surveys.
8. Advise all Departments within the Authority on statutory responsibilities for nature conservation and the means to ensure lawful compliance. Undertake duties in response to the duties outlined in the Natural Environment and Local Communities Act and other relevant legislation.
9. To represent the Council on ecological related matters, including contact with local Members, Community Councils and external bodies, and representation at Public enquiries as required.
10. Advise and assist on the growing linkages between sustainable development strategies, community plans and the UK and Local Biodiversity Action Plan.
11. Coordinate the designation of local wildlife sites such as Sites Of Importance for Nature Conservation (SNCs) and Local Nature Reserves (LNRs).
12. Advise on the sustainable management of the Authority's Estate and advising other landowners and managers on managers land for biodiversity.
13. To provide training opportunities for officers and councillors to develop knowledge and skills in protecting and enhancing biodiversity.

14. To comply with the relevant sections of the Authority's policy statement on Health, Safety and Welfare at Work.
15. To adhere to the principles of the Corporate Equality Policy and ensure commitment to anti-discriminatory practice.
16. To undertake any other duties that may be required from time to time, by Management.

Person Specification – Ecologist

1. Qualifications & experience	Assessment Method				
	Essential / Desirable	Application Form	Interview	Other (please specify)	Probationary Period
Qualifications/relevant experience					
Degree or equivalent in a relevant field – Environment, Ecology or Biology	E	✓			
Membership of CIEEM and/or ALGE	D	✓			
IT qualification including Word, Excel, Database	E	✓			
Excellent written, verbal communication and interpersonal skills	E	✓	✓		
Presentation skills	E	✓	✓		
Pragmatic application of ecological principles within the regeneration process	E		✓		
Production of reports, strategies or policy documents in a timely manner	E	✓	✓		
Other experience					
Proven experience of working within the community	E				
Knowledge and experience of planning process – legislation, policy and guidance	E	✓	✓		
Worked within Local Government for a minimum of 12 months	D	✓			
Knowledge/Skills					
Ability to work on own initiative	E		✓		
Knowledge of the current legislative framework that relates to biodiversity – The Environment Act (Wales) 2016 and The Wellbeing of Future Generations Act (Wales) 2015	E	✓	✓		
Knowledge of Local Government – methods, function and role	D	✓	✓		
Conversant with biodiversity issues in South Wales and/or Blaenau Gwent Biodiversity identification skills	E	✓	✓		
Qualification/licence in protected species survey and handling	D	✓			
Knowledge of Biodiversity Action Reporting System (BARS)	D	✓			

2. Special Requirements	Essential	Desirable
Full driving licence and access to a car for work purposes.		

3.Welsh Language Requirements (please select one of the following)	Essential / Desirable	Application Form	Interview	Other (please specify)	Probationary Period
Welsh language skills are desirable (level 0 in all Welsh Language Levels above).	Desirable	✓			

	Level 0	Level 1 Entry	Level 2 Foundation	Level 3 Intermediate	Level 4 Advanced	Level 5 Proficiency
Listening/Speaking	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reading/Understanding	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Writing	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please see "[Welsh Language Skills Guidelines](#)" on the Blaenau Gwent website for further information on the above levels.

4. Personal Competencies

All competencies are regarded as essential, although it is recognised that some may be achieved over a period of time. All employees are expected to continually develop their competencies in line with the appropriate framework.

In addition to those assessed as part of the recruitment process, competencies will be assessed during the probationary period and afterwards through the Authority's performance coaching scheme.

Assessment Method

Topic	Competencies	App. Form	Interview	Other e.g. presentation, discussion group, simulation, etc (please specify)	Probationary Period/ Performance Coaching
Managing the Team	Sets an example to the team by own approach and attitude				✓
	Gets the best out of people by developing the skills, experience, and ambition of self and team				✓
	Ensures equality & diversity issues are integral to service delivery				✓
	Recognises when it is necessary to take a firm but appropriate line				✓
	Supports & encourages good work-life balance in the team				✓

Topic	Competencies	Assessment Method			
		App. Form	Interview	Other e.g. presentation, discussion group, simulation, etc (please specify)	Probationary Period/ Performance Coaching
Delivering a Continually Improving Service	Ensures the team understand how they contribute to achieving operational objectives				✓
	Is focused on continually improving performance of self and team and gives regular, constructive feedback on team/individual performance				✓
	Challenges poor performance appropriately				✓
	Is positive about improving the service and identifies potential benefits for the citizen				✓
	Consults team and others, inside and outside the organisation, for improvement ideas				✓

Topic	Competencies	Assessment Method			
		App. Form	Interview	Other e.g. presentation, discussion group, simulation, etc (please specify)	Probationary Period/ Performance Coaching
Communicating	Uses appropriate and precise methods of communication				✓
	Communicates positively and respectfully				✓
	Checks others' understanding				✓
	Clearly explains and justifies decisions made elsewhere				✓
	Encourages team members to think about and suggest improvements				✓

Topic	Competencies	Assessment Method			
		App. Form	Interview	Other e.g. presentation, discussion group, simulation, etc (please specify)	Probationary Period/ Performance Coaching
Making Informed Decisions	Considers implications of proposed decisions				✓
	Ensures decisions link to continually improving performance				✓
	Uses problem solving as a method of improving the service				✓
	Seeks clarification or challenges appropriately				✓
	Explains decisions appropriately				✓

Topic	Competencies	Assessment Method			
		App. Form	Interview	Other e.g. presentation, discussion group, simulation, etc (please specify)	Probationary Period/ Performance Coaching
Working Together	Understands the benefits of working together				✓
	Promotes and contributes to partnerships to continually improve services for the citizen				✓
	Networks effectively internally and externally				✓

Topic	Competencies	Assessment Method			
		App. Form	Interview	Other e.g. presentation, discussion group, simulation, etc (please specify)	Probationary Period/ Performance Coaching
Putting the Citizen First	Recognises the importance of the citizen's input to improving the service				✓
	Ensures team is focused on serving the citizen as the first priority				✓
	Seeks feedback from the citizen on the quality and appropriateness of service delivery				✓
	Is positive about the organisation and the community it serves				✓