

Norfolk Wildlife Services

Senior Ecologist: Job Advert



At Norfolk Wildlife Trust, we are passionate about protecting Norfolk's wildlife and the wild places they call home. Join us in making a real difference.

Job title: Senior Ecologist

Salary: £33,000 to £35,000

Location: Bewick House, Norwich NR1 1RY

Reports to: Head of Consultancy

About Norfolk Wildlife Services

Norfolk Wildlife Services (NWS) is the ecological consultancy of Norfolk Wildlife Trust. We provide expert ecological advice and practical services to clients and partners, supporting the creation of a wilder Norfolk. Our work directly contributes to the Trust's vision of a county where nature is thriving and valued by all, with all profits reinvested into nature recovery.

About the Role

As a Senior Ecologist, you will play a key role in biodiversity monitoring, ecological assessments and nature-recovery delivery across Norfolk, helping drive the success of NWS while supporting NWT's wider organizational goals. Your work will include protected species surveys, habitat assessments (including BNG), mitigation design, conservation advice, Ecological Clerk of Works duties and licencing. You will have line management responsibilities (where appropriate), deputize for the Head of Consultancy when needed, and maintain strong client relationships through high-quality tender writing, reporting, communication and efficient project delivery.

Whether you're already an experienced Senior Ecologist or ready to take the next step, this role offers the chance to make a meaningful impact, leading projects that enrich Norfolk's wildlife while providing high-quality ecological expertise that supports responsible and sustainable development.

About You

We are looking for someone with a degree in ecology (or equivalent), 3 years+ of relevant consultancy experience, with associate or full CIEEM membership. We particularly welcome applicants who hold at least one Natural England (or equivalent) protected species licence, ideally Level 2 class licence for bats and Level 1 class licence for great crested newts.

You will thrive in a small, committed team and feel confident engaging with a diverse range of clients and projects. You will ideally have:

- Knowledge of UK environmental legislation and its practical application
- Experience in ecological field surveys, including UKHab and protected species
- Up-to-date understanding of survey guidance
- Strong report-writing skills, including Preliminary Ecological Appraisals, management plans, Ecological Impact Assessments, Habitat Regulations Assessments and Biodiversity Net Gain
- Previous experience in conservation or ecological consultancy
- A full UK driving licence and access to a vehicle with business-use insurance

We offer competitive pay, generous pension contributions, comprehensive sick pay and life insurance, alongside strong support for ongoing professional development. Our work is hybrid with a mix of office, home-working and field work, and are also happy to discuss part-time or flexible working.



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Benefits

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We will support your professional development through funded CPD and in-house training. Your CIEEM membership will also be fully funded, with guidance to help you progress.

How to Apply

For full details and instructions on how to apply, please visit: www.norfolkwildlifetrust.org.uk/jobs

- **Closing date:** Applications will be reviewed on a rolling basis; the vacancy will remain open until filled
- **Interviews:** Likely to take place within two weeks of application at NWT Head Office, Bewick House, Norwich (flexibility on interview dates given Easter holidays).

Key Responsibilities

Delivering High-Quality Ecological Surveying & Reporting

- Provide expert ecological advice to clients, including developers, landowners and planning authorities.
- Undertake a wide range of habitat surveys, from small sites to landscape-scale projects, in line with relevant legislation, guidance and best-practice standards.
- Complete UK Habitat Assessments and condition assessments for the Statutory Defra Metric, providing clear recommendations for feasible biodiversity uplift.
- Carry out protected species surveys (e.g., bats, breeding/wintering birds, water voles, badgers, reptiles, amphibians & others).
- Produce high-quality ecological reports, including PEAs, EclAs, HRAs, HMMPs, mitigation strategies and habitat management plans.
- Use GIS tools to produce accurate, high-quality maps.
- Manage species mitigation work where required.
- Support and mentor junior staff in the field.

Leading Projects and People

- Lead and manage projects effectively, ensuring work is delivered on time, on budget and to a high professional standard.
- Line manage ecologists and assistant ecologists where appropriate.
- Support the Head of Consultancy with larger or more complex projects.
- Contribute to recruitment, induction, training and ongoing professional development of staff.
- Review and quality-assure reports, tenders and other written outputs.
- Utilise Scoro for effective work management and tracking.

Strategic Consultancy Development

- Prepare tenders and contribute to competitive proposal development.
- Scope and cost projects, ensuring work aligns with agreed profit margins.
- Identify opportunities to expand consultancy services into new areas.
- Maintain and broaden ecological expertise to support the consultancy's technical capability.
- Represent Norfolk Wildlife Services Ecology at external meetings, stakeholder events and public workshops.
- Work closely with colleagues in Norfolk Wildlife Trust e.g., on BNG unit delivery and monitoring.



Our Values

Our Vision

Norfolk's nature is abundant, thriving and valued

Our Mission

To create more space for nature to thrive and inspire more people to take action for nature



Welcoming

We welcome everyone by being open and friendly, taking care to understand and respect different perspectives.



Connecting

We connect people and nature by creating positive and memorable experiences of Norfolk's wildlife and wild places.



Acting

We deliver the greatest impact for nature by using our expertise to take courageous decisions and actions in collaboration with others.



Learning

We innovate and improve by being curious and by challenging ourselves and others to do the best for wildlife.



Celebrating

We inspire hope and wonder by celebrating Norfolk's wildlife and the difference we make together.