Norfolk Wildlife Services

Interim Ecologist (Part time): 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: Interim Ecologist	**Salary:** £19,566.60 gross per annum (£32,611 FTE)	**Location:** Bewick House, Norwich NR1 1RY	**Reports to:** Head of Consultancy

About Norfolk Wildlife Services
Put your ecological consultancy skills to work for Norfolk's wildlife, with all Norfolk Wildlife Services (NWS) profits reinvested in nature recovery. 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.

About the Role
As an Interim Ecologist, you will play a key role in biodiversity monitoring, ecological assessments and nature-recovery delivery across Norfolk. Your work will include protected species surveys, habitat assessments (including BNG), mitigation recommendations, conservation advice, and Ecological Clerk of Works duties. You will maintain strong client relationships through high-quality site surveys, reporting, communication and efficient project delivery.

This is a part-time (3 days per week) fixed-term contract for an initial three-month contract, with the possibility of extension to six months. The working days are negotiable.

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 flexible working.

About You

You're personable, organized and comfortable working with clients.

You will have:

- 3 years+ experience within a commercial ecology operation or similar
- 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
- Good species identification skills
- A full UK driving licence and access to a vehicle with business-use insurance

You'll be able to work unsupervised, manage your workload, and deliver high-quality outputs to agreed timescales.

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Benefits

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How to Apply

To apply, please email your CV and a personal statement explaining how your skills, experience and personal qualities make you a good fit for the role to recruitment@norfolkwildlifetrust.org.uk

For further details about the role, visit norfolkwildlifetrust.org.uk/jobs.

If you would like an informal chat before applying, please contact office@norfolkwildlifeservices.co.uk.

- **Closing date**: We will review applications as they arrive and keep the vacancy open until filled.
- **Interviews**: We expect to hold interviews within two weeks of receiving your application at NWT Head Office, Bewick House, Norwich.

Key Responsibilities:

Provide expert ecological advice to developers, landowners and planning authorities, supported by high-quality surveying and reporting.

Field surveys & mapping

- Carry out protected species surveys across East Anglia including surveys for bats, breeding/wintering birds, water voles, badgers, reptiles, amphibians.
- Undertake habitat surveys, from small sites to landscape-scale projects, in line with relevant legislation, guidance and best-practice standards.
- Use GIS tools to produce accurate, clear maps

Reporting & planning support

- Complete UK Habitat assessments and condition assessments for the Statutory Defra Metric, with clear recommendations for achievable biodiversity uplift.
- Prepare ecological reports, including PEAs, EcIAs, HRAs, HMMPs, mitigation strategies and habitat management plans.
- Manage species mitigation work and provide aftercare guidance where required.

Client relationships & project delivery

- Communicate professionally with clients and stakeholders, providing a high standard of customer care.
- Work with the Head of Consultancy, other Ecologists and wider NWS team to deliver projects on time.
- Promote NWS's ecological services and support bids for new contracts.

Professional Standards

- Maintain well-organised records and contribute to safe working practices in line with NWT and NWS policies.

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

NORFOLK WILDLIFE TRUST



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
Wedeliver thegreatest 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.

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