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| JOB DESCRIPTION |

**JOB TITLE: Ecological Monitoring Officer**

**JOB NUMBER: EMO**

**RESPONSIBLE TO:** More Data for Nature Senior Project Officer

**RESPONSIBLE FOR:** Volunteers and Trainees.

###### OVERALL PURPOSE OF JOB

This role has responsibility for championing and ensuring correct roll out of SRWTs new Adaptive Ecological Monitoring Framework (AEMF). This includes; coordination of all ecological monitoring on SRWT nature reserves using the Trusts AEMF. Recruitment, training and retention of a team of volunteers to carry out practical ecological monitoring and data input and analysis. Day to day management of SRWT’s Nature Counts database and biological recording webpage.

### **MAIN RESPONSIBILITIES**

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| * Fulfil the role of custodian and champion of SRWT’s new Adaptive Ecological Monitoring Framework (AEMF), ensuring proper roll out across the Trusts nature reserves and ensuring high monitoring, data capture and procedural standards. * Manage a team of volunteers to carry out ecological monitoring on SRWT nature reserves, following SRWT’s AEMF, ensuring accurate data input and analysis. |
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| * Work with the Trust’s Head of Marketing & Communications to attract/recruit further monitoring volunteers, as well as piloting ways, for example through social media, to develop the group and increase retention. * Develop and deliver a training programme for volunteers that increases their data collections skills to contribute to the ecological monitoring framework. Draw on ecological specialists to deliver training – alongside staff if appropriate. * Deliver training to staff in the processes and techniques used in the AEMF, including use of the Nature Counts system. * Promote the existing Nature Counts online recording form and future survey forms as the new database is developed. Work with the More Data for Nature Database Development Officer, to provide day to day management of the Nature Counts system. |
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| * Develop and deliver a programme of activities to support and enthuse monitoring volunteers including celebration events, feedback on the impact of their contribution, socials, personal development plans etc as required. * Ensure all volunteers have adequate PPE and are supplied with the surveying equipment they need * With the Senior Data Management and Monitoring Officer, ensure data agreements in relation to ownership and use are in place with all volunteers |
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| * With the Senior Admin Support Officer (HR, H&S), ensure all monitoring volunteers take part in relevant Trust induction training, complete personnel forms and adhere to relevant Trust policies and procedures eg health & safety, safeguarding, biosecurity. * Contribute to generally improving the volunteer experience within the Trust. |
| * Carry out appropriate risk assessment of activities, site, tools, machinery and practical tasks for volunteers engaged in monitoring, keeping accurate records of attendance. |
| * Assist the Senior Data Management and Monitoring Officer in the preparation of financial and outcome related progress reports. * Produce reports on monitoring carried out to provide evidence based advice to nature reserves managers on the ongoing management of SRWTs sites. * Produce an annual report covering monitoring carried out each year for senior management and trustees. * Work closely with the More Data for Nature team to achieve project outputs. |
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##### General Duties

* Work to and promote the Trust’s Charitable Objectives, Strategy, policies and procedures, including the Trust’s culture statement
* Where appropriate, promote membership of the Trust
* Present a professional image of the Trust at all times
* Undertake any other duties, as requested, in line with the level and nature of the post and the aims of the Sheffield and Rotherham Wildlife Trust.

# DETAILS OF EMPLOYMENT

**Salary:** 0.5FTE (Project Officer Grade 1)

**Pension:** Entry to the Trust's stakeholder pension scheme is available immediately, with an entitlement to a 3% employer’s contribution from 3-6 months, and then an entitlement to a 9% employer's contribution after successful completion of a 6-month probationary period.

**Working Hours:** The working week for this post is 18.75 hours, exclusive of lunch breaks. The post will involve some evening and weekend work for which time off in lieu (TOIL) can be taken. Flexi-time does not apply although informal arrangements can be made at the Chief Executive’s discretion (and most reasonable requests for non-standard working arrangements can be accommodated within the Trust’s policy on TOIL, and are given positive consideration).

**Location:** Sheffield & Rotherham Wildlife Trust Headquarters, Victoria Hall, 37 Stafford Road, Sheffield. This is accessible by bus services.

**Probationary Period:** All new employees are required to undertake a period of probation for 6 months, in which they will be expected to establish their suitability for the post**.**

**Annual Leave:** 20 days a year pro rata plus bank holidays pro rata and 3 additional days to cover the period between Christmas and New Year when the office is closed.

**Length of Contract:** Permanent, subject to funding.

**Transport provision:** Trust staff are required to use public transport wherever practical. (Please read SRWT environmental policy for further guidance). A pool of vehicles is provided for use, when necessary.

**Equal Opportunities:** Sheffield & Rotherham Wildlife Trust is striving to be an equal opportunities employer and selection of applicants is based on merit. Please refer to the enclosed policy document for further details.

**DBS Disclosure:** This post may be subject to an enhanced DBS Disclosure.

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| PERSON SPECIFICATION |

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| Area A EXPERIENCE |

* At least 2 years’ experience in recruiting, co-ordinating, managing and developing volunteers
* Experience of ecological data collection and its application to nature conservation, including generating stories and communications to galvanise further volunteer support
* Experience of delivering high quality training activities for volunteers, ideally in surveying and recording techniques
* Experience of championing ecological monitoring in the workplace.
* Experience of facilitating and maintaining change in the workplace.

Desirable

* Working with apps and mobile technology and other innovative approaches to engage people in ecological data collection, surveying or wildlife identification

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| Area B KNOWLEDGE/QUALIFICATIONS |

* Degree/equivalent qualification in ecology, conservation or related discipline
* Excellent knowledge of tools and techniques to manage and retain volunteers
* Excellent knowledge of wildlife, ideally with good ID skills in a number of taxa
* Good knowledge of a range of environmental recording, survey activities and techniques that can be used by volunteers with different skill levels
* Good knowledge of health and safety principles and procedures on site
* A full driving license or means to travel as required for this post
* First Aid qualification – preferably in outdoor setting

Desirable

* FISC qualification of level 3 or above.
* Familiarity with wildlife recording software, particularly Indica/iRecord systems.

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| Area C SKILLS |

1. Ability to enthuse, train, motivate and develop volunteers
2. Good general wildlife ID skills and ability to pass on tools and techniques to others
3. Excellent communication skills – especially when leading volunteers and recruiting potential new volunteers
4. Practical IT skills eg Microsoft Word, Excel & PowerPoint and relevant data software
5. Ability to use GIS software, preferably QGIS.
6. Ability to analyse detailed ecological data and produce concise reports.

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| Area D PERSONAL QUALITIES |

* Highly motivated and enthusiastic with an ability to enthuse and motivate others.
* Tactful and diplomatic; respectful of others both within and external to the Trust
* Committed to nature conservation and the work of the Wildlife Trust
* Willingness to work in the evenings and at weekends
* Highly organised and detail oriented.
* Promote and champion the role of ecological monitoring within the Trust and externally.
* Demonstrable awareness of the importance and practical application of evidence based conservation.