



**Sheffield &  
Rotherham**  
Wildlife Trust

# APPLICANT PACK: Wildscapes Lead Ecologist

July/2026



# ABOUT SHEFFIELD & ROTHERHAM WILDLIFE TRUST

Sheffield & Rotherham Wildlife Trust is an independent, local, environmental charity governed by a Board of Trustees drawn from our local community. We are one of 46 Wildlife Trusts working across the UK for nature and people.

We are working towards an exciting and ambitious Strategy 2030 which is summarised below:

## Our Vision

*Throughout Sheffield & Rotherham, from our streets & neighbourhoods to the wider countryside, there will be an abundance of nature that is protected, cared for and experienced by everyone.*

## Our Ambitions

- 30% of land and water is great for nature by 2030 and an abundance of wildlife everywhere
- 1 in 4 people taking action for nature
- 5 minutes to nature for everyone

Our teams protect important wildlife, habitats and green spaces that matter to local people. We directly manage 15 Nature Reserves, thanks to our many volunteers and dedicated staff, including the internationally important moorland at Blacka Moor, the much-loved Wyming Brook, the beautiful woodlands at Greno Woods and the locally important 'space to breathe' at Sunnybank.

Recent projects to support nature recovery include the delivery of natural flood risk management schemes with the Environment Agency on the Rother, recording the return of the otter along the River Don and producing the first ever State of Nature report for Sheffield. We are the lead partner for the successful Sheffield Lakeland £4 million Heritage Fund landscape partnership. We are working with others to ensure that tree planting and woodland creation is coordinated through the South Yorkshire Woodland Partnership.

Every year we engage with thousands of people of all ages, and have over 6,000 subscribing members and a rapidly growing social media following. We support our local community to take action for nature, campaigning on local issues that threaten



our natural environment and wildlife. Recent campaigns include saving Owlthorpe Fields, which faced the threat of development but has now been partly designated as a Local Wildlife Site. We also support the Sheffield Swift Network helping to address the decline in swift populations and we set up and support the Sheffield Street Tree Partnership.

Working with our local communities is central to what we do, helping people to better connect with nature. Projects such as Nextdoor Nature empowers people to take action in their local green spaces. Our Outdoor Learning team provides opportunities for children and young people of all ages and abilities to enjoy and appreciate nature. For older, vulnerable, and isolated adults, our Wild@Heart nature programme provides dedicated activities to enjoy nature and nature's benefits.

Wildscapes Consultancy (both a CIC and part of the Trust) works to improve places for people and wildlife by providing a range of land management and ecology services. Profit generated by the social enterprise is reinvested back into the Trust's charitable activities - into our Nature Reserves, wildlife and habitat conservation, community engagement and campaign work.

To find out more about our work please take a look at our website here:

<https://www.wildsheffield.com>

## ABOUT WILDSCAPES

Wildscapes is a successful social enterprise delivering professional ecological consultancy, land management and nature-based solutions that work for businesses, people and wildlife both nationally and regionally. Wildscapes is a CIEEM registered practice which prides itself on delivering a high standard of service to its clients and partners.

Services include:

- Ecology: biodiversity net gain, protected species and habitat surveys, licensing, mitigation, management plans, planning and architect support.
- Conservation Land Management: habitat creation, pond creation, moorland restoration, fencing, tree planting, site maintenance, soft landscaping etc.



Profits from the consultancy are returned to Sheffield & Rotherham Wildlife Trust, the parent company, to help fund our charitable work conserving the natural environment and connecting people with nature.

The consultancy's turnover and profitability has considerably grown in recent years and there is the exciting potential to build on this success through the existing pipeline and framework agreements as well as some new opportunities in development.

The consultancy works across the country with a regional focus, delivering contracts both through Sheffield and Rotherham Wildlife Trust and the subsidiary 'Wildscapes Community Interest Company' (CIC). All staff are employed by the Trust.

Further information about Wildscapes can be made available for candidates shortlisted for interview. Please also visit: <https://wildscapes.co.uk/>

## ABOUT THE ROLE

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# JOB DESCRIPTION

**JOB TITLE:** Wildscapes Lead Ecologist

**JOB NUMBER:** WLE-26

**RESPONSIBLE TO:** Nature Recovery Development Manager

**RESPONSIBLE FOR:** Ecology Team, casual ecologists, trainees, volunteers

**SALARY:** £37,385.84 FT

**HOURS:** 37.5 hours a week

**CONTRACT:** Permanent subject to business performance

**LOCATION:** Flexible and blended working from office, home and on site

## OVERALL PURPOSE

To deliver ecological surveys and related contract work for Wildscapes CIC, primarily working across South Yorkshire and the surrounding counties.

The successful candidate will provide technical ecological advice to clients and staff to ensure the delivery of high-quality ecological services.

Wildscapes CIC delivers a range of ecological services which includes but is not exclusive to:

- Protected Species Surveys – bats, GCN, birds, water vole, otters, badgers)
- Preliminary Ecological Appraisals, which will include Phase 1 Habitat Surveys or UK Habitat Classification Survey (UKHab)
- Biodiversity Net Gain Assessments
- Ecological Impact Assessments
- Ecological Management Plans
- Mitigation and Protected Species Licencing
- Ecological Clerk of Works (ECoW)



The successful candidate will have a good level of knowledge and skill in general ecological assessment (i.e. Preliminary Ecological Appraisal, including Phase 1 Habitat and UKHab, and Ecological Impact Assessment) and will specialise in one or two protected species, specifically including bats.

The successful candidate will support the Wildscapes Ecology Manager and the broader team in ensuring that Wildscapes CIC is an innovative social enterprise with an excellent reputation, delivering for people, wildlife, the natural environment, and Sheffield & Rotherham Wildlife Trust.

## MAIN DUTIES

- Design and carry out ecological surveys and assessments
- Write and review ecological assessments, reports and other deliverables to a high standard
- Managing and mentoring of junior staff
- Provide detailed ecological advice and recommendations to clients and the Trust
- Produce tenders and submit proposals for ecology contracts as required
- Manage the finances of ecological projects
- Coordinate field and office-based work
- Liaising with clients, project managers and other project stakeholders, including statutory bodies
- Provide or coordinate GIS input to the consultancy
- Ensure an excellent level of health and safety while carrying out their role

## GENERAL DUTIES

- Present a professional image of the Trust and Consultancy at all times
- Any other relevant duties required of the post holder appropriate to this grade.



# PERSON SPECIFICATION

| CRITERIA   | ESSENTIAL (E) or<br>DESIRABLE (D) | STAGE CRITERIA<br>IS<br>ASSESSED |
|--|-----------------------------------|----------------------------------|
| <b>EXPERIENCE</b>  |                                   |                                  |
| At least three to five years' experience delivering ecology services for a variety of clients in public, private and third sectors   | E                                 | A,I                              |
| Leading and assisting on protected species surveys, experience considered across a range of surveys for; bats, badgers, great crested newts, water voles, birds and other specialist floral or faunal groups | E                                 | A,I                              |
| Experience drafting and applying for mitigation licences as a named ecologist  | E                                 | A,I                              |
| Good level botanical identification skills.<br>Experience undertaking habitat surveys e.g. UKHab   | E                                 | A,I                              |
| Experience undertaking Preliminary Ecological Appraisals on a range of sites and habitats  | E                                 | A,I                              |
| Experience in the Biodiversity Net Gain metric and undertaking assessments   | E                                 | A,I                              |
| Writing accurate fee quotes, survey briefs, contract bids and ecological reports for clients using quote templates, project specifications and survey  | E                                 | A,I                              |
| Strong experience in project management, scheduling and coordinating other ecologists on site, meeting deadlines, and working to contract specifications & budget  | D                                 | A,I                              |
|  |                                   |                                  |
|  |                                   |                                  |



| <b>KNOWLEDGE &amp; QUALIFICATIONS</b>  |   |     |
|--|---|-----|
| Excellent understanding of nature conservation and ecology (including survey techniques)   | E | A,I |
| Excellent understanding and working knowledge of any specialist software or analysis techniques required to support advanced survey techniques (for example, kaleidoscope, Analook, Batexplorer, UKHab field keys, MAVIS etc.) | E | A   |
| Strong knowledge of project management processes   | E | A,I |
| Excellent working knowledge of Health and Safety in relation to ecology contract delivery  | E | A,I |
| Degree qualification in Ecology or a related subject or substantial work experience  | E | A,I |
| Full driving licence   | E | A,I |
| Relevant qualifications in specialisms, e.g. FISC Level 4 or above, protected species survey licenses, CIEEM Biodiversity Net Gain Metric Training   | E | A,I |
| Good understanding of the sector, with the ability to price services and ensure competitiveness and cost-effectiveness   | E | A,I |
| A full member of the Chartered Institute of Ecology and Environmental Management (MCIEEM) or equivalent.   | D | A   |
| GIS (ideally QGIS)   | D | A   |



## PERSON SPECIFICATION CONTINUED

| CRITERIA   | ESSENTIAL (E) or<br>DESIRABLE (D) | STAGE CRITERIA<br>IS<br>ASSESSED |
|--|-----------------------------------|----------------------------------|
| <b>SKILLS</b>  |                                   |                                  |
| Excellent level of proficiency in field ecology skills   | E                                 | A,I                              |
| Excellent interpersonal and communication skills to work with clients, casual staff and volunteers                                       | E                                 | A,I                              |
| Excellent written and verbal communication skills  | E                                 | A                                |
| Ability to manage a budget of £100k+   | E                                 | A, I                             |
| <b>PERSONAL QUALITIES</b>  |                                   |                                  |
| Ability to organise, manage and prioritise work, without supervision, in order to meet deadlines and deliver well-planned work schedules | E                                 | I                                |
| Can work cooperatively as part of a team and independently with minimal supervision  | E                                 | A,I                              |
| Reliable, pragmatic, professional and business-like  | E                                 | A,I                              |
| Able to work unsociable hours as required by the needs of the business (e.g. to support bat surveys)                                     | E                                 | I                                |
| Ability to liaise effectively and build good working relationships with a wide variety of individuals and organisations                  | E                                 | I                                |
| A commitment to the work of Wildscapes and the contribution this makes to SRWT   | E                                 | I                                |

\* A = Application I = Interview T = Task



# DETAILS OF EMPLOYMENT (July 26)

**Salary: £ 37,385.84** FT per annum (PM Grade )

## **Pension:**

All staff who earn over £192 per week (£833 per month) are over 22 and under pensionable age, are automatically enrolled on the SRWT pension scheme. Following a 3-month postponement, the pension contribution is based on a total of 8% minimum level, 3% by SRWT and 5% by employee. After 6 month's service (subject to successful probationary period), the employee will be entitled to a 9% contribution which need not be matched. Anyone who does not meet eligibility criteria will have the opportunity to join the scheme should they wish, although they will not qualify for SRWT contributions.

## **Working Hours:**

The working week for this post is 37.5 hours, exclusive of lunch breaks. The post may involve some evening and weekend work for which time off in lieu can be taken. Flexi-time arrangements can be made at the line manager's discretion.

## **Location:**

The post will be based at the Trust's main office on Stafford Road. Staff have the opportunity to blended working combining home and office working. However it is expected that the post holder will be required to visit other project sites and will work throughout Sheffield and Rotherham and further afield.

**Probationary Period:** All new employees are required to undertake a period of probation for 4 months, in which they will be expected to establish their suitability for the post.

**Annual Leave:** 31 days holiday, (including 3 days to be taken between Christmas and New Year, 10 bank holidays 26/27) pro rata. Staff will also receive a holiday bonus of 1 day per year for the first five years of full time service up to a maximum of 36 days per year. Annual leave entitlement is pro rata for all part time staff.

**Length of Contract:** Permanent, subject to business performance

**Transport provision:** Trust staff are required to use public transport wherever practical. However the post holder will have use of a pool of Trust vehicles when needed.

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

**Safeguarding:** In line with Sheffield & Rotherham Wildlife Trust's commitment to safeguarding the postholder for this role will be subject to reference checks.



## WORKING FOR SRWT

The Trust has a suite of policies and procedures that are designed to provide a framework for how we work and support our staff. The following are particular areas that we have given focus to under our current strategy.

### **CARBON REDUCTION**

The reality and threat of climate change is sadly increasing year on year. Alongside our work to tackle the nature emergency in Sheffield & Rotherham, we are also working to help tackle the climate emergency.

We are doing this through our strategic work, by delivering nature-based solutions that can help lock up carbon and manage flood risk for example. But in addition to that, we are reviewing our day to day operations to seek opportunities to reduce our own carbon footprint wherever we can. Our strategic ambition is to be zero carbon by 2030 and are currently working to an action plan to help us identify and prioritise where we can reduce our carbon emissions before then turning our focus on how we can offset emissions and use our extensive knowledge & experience of working to protect nature, to implement nature-based solutions that lead to carbon sequestration.

### **EQUALITY, DIVERSITY & INCLUSION**

We believe that equality, diversity and inclusion is an essential part of what we do and how we achieve our vision for wildlife. Our workforce, volunteers, and the communities we work with deserve equality of opportunity, benefit from embracing diversity and thrive in an inclusive environment.

The Trust is committed to providing equality of opportunity, addressing lack of diversity and creating an environment that promotes inclusivity. We do not tolerate discrimination, harassment and bullying and aim to provide a working environment where opportunities for recruitment or progression are based solely on merit.

### **SAFEGUARDING**

Sheffield and Rotherham Wildlife Trust is deeply committed to safeguarding and promoting the welfare of all children, young people and adults involved in our work across the Trust.

The Trust delivers a range of activities for children, young people and adults that includes some risk of harm. We come into contact with many people as we undertake our day to day work right across the Trust - from responding to customer enquiries, recruiting members, helping the public on site, delivering activities or supporting a placement student or volunteer. In view of this our safeguarding policy & procedures form a thread across all staff and teams from recruitment to the day to day work we carry out.

Our Safeguarding Group plays an important role in leading our safeguarding activity and all staff carry responsibility in their work. We apply to the Disclosure & Barring Service for an appropriate level of disclosure, and also seek references for successful candidates. All staff take part in a safeguarding induction and identified roles undertake more specific safeguarding training.

