



## Role profile

<b>Role title</b>	Ecologist
<b>Corporate directorate</b>	Neighbourhoods
<b>Service</b>	Environment
<b>Grade</b>	J
<b>Reports to (role title)</b>	Public Space Team Leader
<b>Version</b>	3.1
<b>JE code</b>	5892

<b>Approving manager</b>	Jon James
<b>Date</b>	December 2017

If you would like this information in another format please contact:

**Cornwall Council**  
**County Hall**  
**Treyew Road**  
**Truro TR1 3AY**

Telephone: **0300 1234 100**

Email: **enquiries@cornwall.gov.uk**

[www.cornwall.gov.uk](http://www.cornwall.gov.uk)

## Role purpose

To provide an ecological advisory service to the Council, ensuring that nature, conservation and biodiversity issues are addressed throughout the Councils work and ensuring that the necessary environmental data is maintained to facilitate this.

To be the authority's expert on all matters relating to ecology and biodiversity.

To be the sole point of contact for ecological matters to the Environment, Development Management, Planning Policy and Environment Strategy teams including the provision of ecological planning responses and ecological advice at a strategic level.

To commission and monitor consultants and service providers to ensure a high standard of ecological work is provided to the Council.

The post holder will be expected to represent the service and the Council to external partners and stakeholders and develop collaborative relationships which can bring about a positive change in the way we deliver services and wider benefits to local communities.

To support Members and work in partnership with stakeholders to develop and deliver the aims and objectives for the service, ensuring they are aligned to the wider vision and priorities for Cornwall, articulated and delivered through the Service Plan, Council Business Plan, Local Plan and other relevant plans and strategies.

To work with partners to protect, maintain, manage and improve the quality of Cornwall's public space, heritage sites, beaches, recreational areas, open and closed churchyards and cemeteries, formal parks and gardens etc. for all to enjoy.

To promote, protect and manage the wider environment for biodiversity and climate change adaptation.

## Dimensions

<b>Annual financial accountability</b>
None
<b>Management accountability</b>
Nature of management <ul style="list-style-type: none"> <li>The role holder has no supervisory or management responsibilities except for assisting in mentoring colleagues, consultants and external partnerships.</li> </ul>
Number of staff managed <ul style="list-style-type: none"> <li>None</li> </ul>

## Accountabilities

*Cornwall Council is a dynamic organisation and the particular duties and accountabilities may vary from time to time without changing the general character of the role or the level of responsibility entailed. Individual objectives will be agreed via the PDS appraisal process*

- To provide advice to Council officers, the public, developers and others to further the conservation of the natural environment
- To be the sole point of contact for professional ecological advice and guidance within the service on proposals which affect the Council's estate and responsibilities
- To be the sole point of contact for ecological advice on strategic planning and corporate policy documents and contribute to their preparation
- To provide strategic advice on the legislative requirements for Cornwall Council of the Habitats Regulations, including in relation to the Local Plan
- To represent the Council at meetings with local and national organisations and partnerships and to promote the Council's biodiversity commitments and policies
- To undertake or commission ecological surveys and monitoring to ensure the Council is fully informed about species and habitats as required by the Town and Country Planning Act 1990
- To provide links between the Council and ERCCIS to maintain a sound evidence base for the local authorities functions
- To contribute towards the research priorities and programme of the service including the status and change of wildlife in Cornwall, liaising with others to achieve this
- To prepare publications and present to the public and to undertake other interpretative work for environmental education programmes
- To be responsible for your own continuing self-development, undertaking training as required
- Support the Public Space Team Leader to ensure effective processes, systems and practices are developed and delivered to drive improved performance management, upholding the ethics of the Council, overseeing probity at all times
- Ensure that policy and action is implemented so that equality of opportunity and the benefits of diversity are realised in Service planning and delivery and employment
- Accountable for the sustainability and environmental issues associated with the role holder's area of responsibility, particularly those associated with climate change, and to manage these to reduce adverse impacts
- Assist in the development and implementation of service standards associated with the Environment Service
- Work with all partners/stakeholders to promote sustainable economic growth that re-enforces the character and distinctiveness of Cornwall, whilst promoting environmental quality and protecting and improving the ecological resource
- Working with other teams to develop active and effective local partnerships to improve the sustainability of Cornwall, and prevent, reduce or mitigate the harmful effects of human activity; working with businesses to promote environmental good practice and encourage commercial partners to 'champion' more sustainable ways of working
- Respond to requirements of EU/national government legislation and guidance to ensure that the Council's commitments and responsibilities are fully addressed.

## Corporate accountabilities

### **Information security and governance**

Manage information in line with the Council's policies, procedures and guidance on subjects such as Data Protection, Freedom of Information, confidentiality, information security and sharing, the information lifecycle and data quality, to ensure compliance and efficient and effective information governance

### **Safeguarding**

Maintain awareness of Council policies and practices regarding the safeguarding of children, young people and/ or adults who may be at risk. Report concerns/ allegations in accordance with corporate guidance and procedures

### **Equality & Diversity**

Work to eliminate unlawful discrimination, harassment and victimisation and report incidents as they occur. Treat everyone with dignity and respect and ensure individual's needs are met. Challenge inappropriate behaviour and language constructively, advising on alternatives so the opportunity for change can be considered

### **Customer Experience**

Drive to continually improve customer satisfaction and maintain a clear and consistent focus on delivering outstanding customer experience

### **Health, Safety and Wellbeing**

Contribute to the management of health and safety risks and the creation of a positive health and safety culture to safeguard the health, safety and wellbeing of yourself and others. Understand your health and safety responsibilities and comply with council policy and procedures

### **Key objectives**

- Provide input into strategic documents and policies, including Environment service plan, service standards, Biodiversity SPD, European Sites SPD, Environmental Growth Strategy and Local Plan
- Roll out Biodiversity SPD and European Sites SPD requirements to case officers, members, agents, applicants and ecological consultants
- Develop and implement a CPD and eco advocates training programme
- Undertake CC members training on ecological issues
- Update and improve guidance and training to ensure better and more consistent ecological advice which protects and enhances our natural environment
- Promote and educate colleagues with regards the value of the natural ecosystem services
- Support local partnerships such as the Cornwall Biodiversity Initiative, Marine Liaison Group and Coastal Code Group
- Chair Local Sites Partnership (which designates County Wildlife Sites)
- Sit on ERCCIS (Environmental Records Centre for Cornwall and Isles and Scilly) board as a Council representative

## Competencies and other requirements

We use the following criteria below to assess your suitability for the role; please refer to the recruitment & selection column to establish at which stage the criteria are assessed. Requirements assessed at the 'Application' stage represent the minimum essential requirement for shortlisting purposes

Behaviours	Recruitment and selection
<p><b>Working together</b></p> <p>You understand and focus on customer satisfaction and work well with colleagues and partners.</p> <ul style="list-style-type: none"> <li>• You deliver exceptional customer service – you understand and are attentive to the needs of your customers</li> <li>• You listen to the views of others and seek them out</li> <li>• You support and show consideration for others</li> <li>• You work well with colleagues and partners and acknowledge the different ideas, perspectives and backgrounds of others</li> <li>• You are committed to the protection and safeguarding of children, young people and vulnerable adults</li> <li>• You share information and expertise with others</li> <li>• You are honest, you respect and you build relationships of trust</li> <li>• You share your achievements and acknowledge the achievements of others</li> </ul>	
<p><b>Resourceful</b></p> <p>You apply expertise, solve problems and make improvements to deliver the best possible customer outcomes.</p> <ul style="list-style-type: none"> <li>• You plan and organise your work and manage your time effectively</li> <li>• You gather relevant information, analyse it and make timely informed decisions in the course of your work</li> <li>• You are flexible and adaptable</li> <li>• You respond constructively to change</li> <li>• You demonstrate financial awareness relevant to the job you do</li> <li>• You use your initiative and are creative in problem solving</li> <li>• You deliver results and demonstrate commitment to serving customers</li> </ul>	
<p><b>Personal responsibility</b></p> <p>You take responsibility for your work, your environment and your development.</p> <ul style="list-style-type: none"> <li>• You are trustworthy and reliable</li> <li>• You pay attention to your own health, safety and wellbeing and that of others</li> </ul>	

<ul style="list-style-type: none"> <li>You acknowledge errors, report them as appropriate and play your part in addressing them</li> <li>You appropriately challenge unhelpful behaviour</li> <li>You seek feedback and review your own contribution</li> <li>You are open to change and improvement</li> <li>You take responsibility for your development</li> <li>You are enthusiastic about and take pride in your work</li> <li>You act as an ambassador for the Council to our customers</li> </ul>	
--	--

<b>Knowledge, skills &amp; experience</b>	<b>Recruitment and selection</b>
Significant experience in the field of Ecology, preferably including Public, Private and Voluntary sector	Application form / Interview
Experience of developing partnerships, building effective relationships and enhancing the reputation of the Council with stakeholders and partners which include communities, voluntary bodies, private sector and public sector	Interview
Knowledge and understanding of the planning process in relation to Habitats Regulation Assessment and the Appropriate Assessment processes	Application form
Knowledge and understanding of the planning process in relation to EIA development	Interview
Understanding of E.U. and government policy and legislation on environmental issues and associated best practice	Application form
Knowledge of statutory and best practice principles of the management and stewardship of the natural, historic and built environment including, Public Space & Environment Projects	Interview
Knowledge and understanding of best practice relating to Ecology/Biodiversity and an ability to articulate a vision, develop a strategy and implement workable outcomes	Application form
Experience of environmental management practices, policy preparation and development, best practice techniques and legislation	Application form
Excellent report writing and communication skills and an ability to interpret ecological data	Application form / Interview
Ability to prioritise a number of projects and deadlines running simultaneously with frequently conflicting deadlines, good organisational and decision making skills and a broad knowledge and understanding of ecological issues, legislation, techniques and policies	Interview
Experience of translating, implementing and delivering new environmental strategies, policies and practices to deliver innovative and improved services for customers/service users in a more efficient and consistent way	Interview
A track record of successfully working with partners and external bodies to achieve organisational aims and objectives	Application form

Proven experience of dealing with; health and safety requirements, risk management and project management	Interview
<b>Other requirements</b>	<b>Recruitment and selection</b>
Degree in Ecology or a closely related environment field	Application form / Interview
Member of CIEEM or similar professional institute	Application form / Interview
The normal duties of this role will involve the requirement to attend out of hours meetings, committees, etc. and it is a condition of employment that you exercise satisfactory level of flexibility in order to fulfil the objectives of the role	Application form
The normal duties of the role may involve travel on a regular or occasional basis. It is a condition of employment that the role holder can exercise satisfactory travel mobility in order to fulfil the obligations of the role. For those journeys where an alternative form of transport is unavailable or impracticable the role holder will be required to provide a suitable vehicle	Application form
This position is subject to a criminal records disclosure check	<b>NO</b>
This is a politically restricted position	<b>NO</b>