

Ecological Consultant - Part-time (zero hours)

Responsible To: Consultancy Coordinator

1. Role Purpose:

The role supports our delivery of the Manx Wildlife Trust (MWT) mission to **‘protect and enhance our environment, create more spaces for wildlife, and inspire people to act for nature’**. Ecology Vannin (EV) provides ecological services, which help ensure wildlife is fully respected and championed in Isle of Man developments and raises income to support the conservation work of the core charity MWT.

The role could be focused on specific areas of ecological work or involve the delivery of a wide range of technical and professional activities in a wide and often unpredictable range of ecological consultancy situations. The postholder will link with the EV Coordinator in respect to potential work and alignment with their own availability. The amount of work will likely vary considerably throughout the year due to the seasons. The postholder is directly responsible for working with the EV Consultancy Coordinator, CEO of Manx Wildlife Trust (MWT) and other Ecology Vannin and MWT staff to deliver a high quality, professional ecology consultancy service for our clients.

2. Role Responsibilities:

2.1 Core Responsibilities:

- Undertake specialist wildlife and wider habitat and ecological surveys/assessments and provide habitat conservation and ecological advice, against specific terms of reference.
- Complete consultancy reports for the surveys carried out, using MWT standard templates.
- Support decision making for nature conservation on the Isle of Man through provision of ecological assessments and sharing of survey or biological records, working towards an overall net gain for biodiversity in IOM development and infrastructure projects.
- Contribute to wider ecological consultancy projects alongside other EV consultants.
- Work to the [Chartered Institute of Ecology and Environmental Management \(CIEEM\)](#) code of good practice and professional ethics, and other best practice relevant to the consultancy.
- Support the EV Consultancy Coordinator in their role:
 - Respond in a timely fashion to offers of consultancy work.
 - Provide detailed and timely records of work delivered (e.g. timesheets, expenses).
 - Support client liaison, project management and project delivery.
 - Provide content for use in EV communications about work delivered.
 - Adhere fully to MWT health & safety and lone working procedures.

2.2 Wider Responsibilities:

- Work as part of the wider MWT Team of staff, volunteers, and members.
- Help promote the Manx Wildlife Trust and their wider conservation work.
- Participate in MWT/EV staff training and social events.
- Comply with MWT’s policies, procedures, and guidelines, together with all relevant regulatory and statutory requirements, including Health & Safety legislation.
- Actively promote and demonstrate a commitment to best practice in equality & diversity.
- Actively participate in the MWT staff appraisal and development scheme.
- Always demonstrate, the professional behaviours expected of all MWT/EV staff.
- Carry out biological data collection as required within your role, ensuring that it is properly recorded and ultimately ends up in the [Manx NBN Atlas](#).
- Perform other reasonable duties and projects as directed by the MWT CEO.
- Actively participate in key MWT meetings appropriate to your role.
- Liaise and work closely with IOM Govt and other external organisations in the IOM and UK, including [Wildlife Trust Consultancies](#) (WTC) part of The Wildlife Trusts federation.

3. Working Hours, Place of Work (please also see Contract & Staff Handbook):

This is a flexible role. Working hours are variable and on an ad hoc basis, depending on commissioning EV Consultancy projects. The role will be paid a day rate, and the contract will be zero hours. Salary will be agreed and paid on a competitive hourly rate based on experience. There is no sick pay entitlement. Survey requirements could mean unsociable hours (e.g. dawn and dusk bat surveys) or long days to make the most of daylight (vegetation and habitat survey), as well as potential weekend work. There is a need for travel around the whole Island.

4. Person Specification:

4.1 Technical Competencies:

	Essential	Desirable
A deep interest, skills and knowledge of ecology, wildlife, and conservation	√	
Consultancy experience, inc. Ecological report writing		√
Isle of Man or UK equivalent licence holder for Protected Species (e.g. Bats)		√
H&S for working in remote or difficult to access locations, and first aid.		√
Knowledge of European Protected Species and IOM Wildlife Act (1990).		√
Knowledge and experience of Isle of Man habitats and species		√
Excellent working knowledge of IT packages, including Microsoft Office	√	
A full driving licence (Locations can be away from public transport)	√	
An ability to:		
Deliver a range of ecological surveys such as Phase 1 Habitat, NVC, EIA, ECA		√
Collect and collate information, prepare professional reports	√	
Organise, prioritise, meet deadlines & deliver project outcomes.	√	
Utilise GIS mapping and/or modelling		√
Provide mitigation proposals and/or advice to protect wildlife	√	
Coordinate consultancy projects and field survey teams		√
Work effectively in partnership with a range of stakeholders	√	

4.2 Behavioural Competencies:

Competency	An ability to:	Essential	Desirable
Enthusiasm	A commitment to, and enthusiasm for, wildlife conservation, and an ability to inspire others.	√	
Planning & Organising	Plan, organise and manage work to meet given objectives. Initiative and ability to solve problems.	√	
Communication	Communicate professionally in a variety of ways. Outgoing, with strong inter-personnel skills	√	
Approach	Work precisely and professionally under pressure, with a mature, pragmatic and flexible approach	√	
Embracing Change	Initiate and develop conservation systems and initiatives. Striving for continuous improvement.	√	
Motivation	Self-motivated, high levels of enthusiasm and stamina, able to manage own time and priorities	√	
Delivering Services	High performance culture in all work.	√	
Teamwork	Enjoyment of teamwork. Ability to motivate others and work to the values and principles of MWT.	√	
Working in partnerships	Tact, empathy, understanding, diplomacy, confidentiality and discretion	√	
Projecting Confidence	Represent MWT well/professionally. Champion the work of MWT.	√	

4.3 Qualifications

	Essential	Desirable
Appropriate qualifications in conservation, ecology, or a related field, to a minimum of undergraduate level	√	