



North & Mid Wales Trunk Road Agent

Assistant Ecologist

Recruitment Pack



Welcome from the Head of Service



DAVID COOIL
NMWTRA HEAD OF SERVICE

At the NMWTRA, we help create a road network that connects people and places in a safer, greener and more reliable way.

We work on projects across North and Mid Wales that address some of the country's most critical challenges. From complex infrastructure, increasing transport needs, and climate change – we combine innovation, expertise, and technology to make North and Mid Wales a better place to live, work and visit.

You can contribute to work that will have a lasting positive impact on your local community with an organisation where diversity, equity and inclusion are shared values. We're committed to fostering a work environment that's supportive, respectful, and inclusive, with great opportunities for growth.

Why not give it a try? We would be very happy to consider your application to join our skilled, enthusiastic, and friendly team.

A handwritten signature in dark ink, appearing to read 'D. Cooil'.

Where we're based

**Over 250
employees based
across North and
Mid Wales.**

- Aberaeron, Ceredigion
- Bangor, Gwynedd
- Conwy
- Dolgellau, Gwynedd
- Halkyn, Wrexham
- Llandrindod Wells, Powys
- Newtown, Powys





Do you enjoy a challenge and like variety? If so, then this post may be for you.

We are looking for a Assistant Ecologist to join an exciting and growing team.

Salary: PS1 (SCP 29-31) £35,411 - £37,261

Duration: Permanent

Location: **Hybrid Working** from one of the following office locations;

Parc Menai / Conwy / Halkyn / Llandrindod / Aberaeron / Newtown / Dolgellau

Closing date: 23/11/2023

Application forms and further details available at www.gwynedd.gov.uk or by telephoning 01286 679076.

[Apply here](#)

Purpose of post

The Assistant Ecologist will be responsible for assisting NMWTRA Ecologist, and the Environmental Team with implementing the requirements of Welsh Government (WG) policy and environmental legislation such as Wildlife and Countryside Act 1980 and Section 6 of Environment Wales Act. To provide professional ecological advice and support to NMWTRA and our partners regarding the assessment, impact and mitigation of our operations on ecology and biodiversity, ensuring NMWTRA is both compliant with legislation and maximising biodiversity opportunities.

Work within the Environment Team to manage the soft estate inventory including the identification of the location and condition of ecological assets. The Assistant Ecologist will also propose, design and manage a programme of ecological enhancement projects developed from routine and reactive maintenance activities associated with the soft estate and environmental management, assist the Ecologist and Environment Team and other NMWTRA staff with obtaining NRW licences where required and discharging any conditions and requirements such as surveys, monitoring and reporting to ensure compliance, and work with Ecologist, Environmental Coordinators, Environmental Officers and Arboricultural Officers to manage projects related to ecological enhancement and mitigation works

A group of construction workers wearing high-visibility orange and yellow safety suits and hard hats are standing on a concrete road surface. In the background, a large crane is visible against a blue sky with some clouds. The word "Responsibilities" is overlaid in large white text on the left side of the image.

Responsibilities

- To provide direct ecological support to NMWTRA staff including Maintenance, Inspection and Project teams including review of internal and external documents, surveys and reporting, technical advice and attendance of meetings, to deputise for the Ecologist or Environmental Co-ordinator when required and to manage external service providers (consultants / designers as a Project Sponsor and contractors).
- To act as a roving 'Ecological Clerk of Works' on NMWTRA projects to ensure works carried out to specification and according to licence requirements, manage relationships and liaison with environmental partners and stakeholders, assist and advise the Environment team and Welsh Government regarding improvements to biodiversity, landscape or environmental management.
- To undertake specialist ecological surveys of the soft estate on the trunk road network in accordance with Good Industry practice and appropriate licences held, where additional specialist surveys required, but expertise for the species or group or habitat not available from NMWTRA staff, draw up briefs and procure expert specialists to undertake ecological surveys or sampling and advice. Identify, risk assess and prioritise ecological asset and habitat defects, assist the Environmental Team in the survey and management of the soft estate including trees when required, to programme and undertake relevant inspections (cyclic, reactive) to comply with WGTRMM.
- Informing the NMWTRA Environment team, Operations team and Route Management teams as soon as practicable to enable high priority defects to be rectified, liaise with landowners or stakeholder organisations (e.g. Natural Resources Wales [NRW] or local authorities) regarding environmental issues located adjacent to the trunk road, to assist the Police, enforcement bodies and Third Party Claims team by investigating pollution claims, damage or disturbance to ecosystems or protected species.
- To assist with the management of ecological surveys on trunk road network in accordance with the requirements of the Welsh Government Trunk Road Maintenance Manual (WGTRMM) and Welsh Government asset management systems, arrange surveys and manage records for protected species, pollinators and liaise with external bodies e.g. www.cofnod.org.uk, assist and liaise with the NMWTRA Delivery & Inspection Unit or others regarding ecological surveys required as part of capital improvement projects e.g. site inspection for Japanese Knotweed, arrange for specialist ecological surveys by the NMWTRA supply chain e.g. licenced bat surveyors, and arrange for specialist environmental surveys by the NMWTRA supply chain e.g. water quality monitoring / testing or pollution detection to meet the requirements of *The Water Environment (Water Framework Directive) (England and Wales) Regulations 2003*.
- Manage the procurement, commissioning and implementation of programmed, routine and reactive maintenance functions associated with the soft estate, for example - annual programme for managing ecological assets eg bat lights, wildlife fencing, specialist wildlife mitigation measures, assist and provide emergency incident management support to the emergency services and NMWTRA in the event of a pollution incident, manage defect repairs and routine maintenance functions within available budgets and roadspace constraints, provide support to NMWTRA teams and supply chain to manage the risks of damaging or disturbing ecosystems in particular the implementation of the *Manual for Contract Documents for Highway Works (MCHW) Series 3000 Landscape and Ecology*. To support the Environmental Co-ordinators and Ecologists in the delivery of Welsh Government biodiversity objectives and Ministerial initiatives (e.g. Green Corridors) to meet *Environment Act (Wales) 2016* requirements, and assist in the management of the NMWTRA Environmental Risk Database.
- Working with the Environmental officers to undertake inspections and surveys of the soft estate with particular emphasis on the biodiversity assets such as bat boxes, badger tunnels, hibernacula. The survey data is to be recorded in WG asset management systems. Undertaking inspections and surveys for the creation of ecological inventory information detailing new and existing soft estate assets in accordance with WGTRMM. The survey data is to be recorded in WG asset management systems using Geographic Information Systems



Person Specification

You should refer to these job specific criteria in your application form.

Job Specific Criteria

Essential

We're looking for someone who is able to work in a team environment who is self-motivated, committed and with personal initiative. The person should have well-developed interpersonal communication skills with ability to inspire and motivate others as well as work safely under pressure and to deal with tight deadlines. Able to work with limited supervision, prioritise own workload with good organisational skills, innovative and forward thinking. Ability to provide guidance, manage, supervise and lead on ecological matters within NMWTRA teams and projects, and the ability to persevere with achieving ecological best practice and legislative compliance when this is not always a popular decision with others. Ability to work in consultation and partnership with external organisations and consultants, dedicated to accuracy and delivery of tasks to achieve best outcome for environment.

Qualifications and relevant training

Essential

We're seeking someone who has a Degree or MSc in Zoology, Botany, Ecology or a relevant ecological subject. HNC/HND/NVQ (Level 4) in an ecology related subject and at least 5 years' relevant experience

Relevant Experience

Essential

We're looking for someone who has experience in undertaking ecological surveys for species and habitats. Understand the ecology of a range of common protected species Experience in identification of a range of common UK species and habitats Had involvement in the development of species or habitat mitigation and enhancement works. Experience in applying for and obtaining licences for Protected Species and Sites Good understanding of relevant Wales/ UK Environmental Legislation especially for Nature Conservation.

Skills and specialist knowledge

Essential

Looking for someone who is able to use Geographical Information Systems (GiS), capture data in the field, analyse and manipulate data, produce maps and reports, IT literate - use of Word, Excel spread sheets and databases, skills in concise report writing, data management and interpretation. Ability to scrutinise reports and documents produced by others to ensure that content is satisfactory. Well-developed oral and written communication skills to a wide range of audience. Ability to motivate and educate others. Practical skills in identifying main species groups and knowing where to find further information. Problem solving skills and finding ways to resolve conflict and achieve quality results. Knowledge of UK nature conservation legislation, wider environmental legislation, standards and and Industry Good Practice guidance, good Health and Safety awareness and current valid Driving Licence

Language requirements

Essential

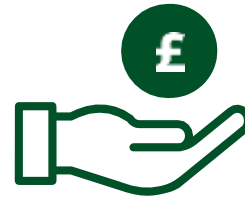
The ability to speak English is essential for this role.

Working for the North & Mid Wales Trunk Road Agent

NMWTRA is an exciting place to work. We have progressive policies and a commitment to training and development.



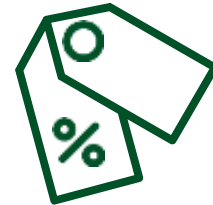
- 28.5 days of annual leave per year.
- 8.5 days of public and statutory holidays.
- Hybrid working minimum 2 days in the office.
- Flexible working hours.



- Incremental pay increase
- Generous Local Government Pension Scheme further information on the [Gwynedd Pension Fund](#) website.



- The opportunity to work in beautiful locations across North and Mid Wales including 1 national parks, 50 nature reserves and 1,680 miles of stunning coastline.



- Assisted car purchase & cycle to works schemes
- Lifestyle savings on groceries, holidays, eating out, DIY, electricals, insurance, motoring, and much more!



- On the job learning and exciting career development opportunities.
- Contribution towards the membership of professional bodies which are relevant to the work.



- MEDRA Counselling service - free and confidential counselling service for staff
- Generous maternity, foster, adoption, and shared parental leave