



# North & Mid Wales Trunk Road Agent

---

## Assistant Ecologist

Recruitment Pack



# Welcome from the Head of Service



Mark McNamara  
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 black ink, appearing to read 'Mark McNamara'.

## Where we're based

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

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





## Job Title: Assistant Ecologist

**Salary:** PS1 - £39,862 - £41,771

**Duration:** Permanent

**Location:** one of the following office locations - Parc Menai, Bangor / Conwy / Halkyn or Dolgellau

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

We are looking for a Highway Technology Engineer to join an exciting and growing team.

**Closing date:** 09/07/2026

**Application forms and further details available at [www.gwynedd.gov.uk](http://www.gwynedd.gov.uk) or by telephoning 01286 679076.**

[Apply here](#)

## Purpose of post

The Assistant Ecologist will be responsible for assisting the Climate Change and 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. To provide direct ecological support and technical advice to NMWTRA Capital delivery and maintenance teams including review of internal and external documents, surveys and reporting, technical advice, attendance of meetings and site supervision.

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 the Environment Team to manage projects related to ecological enhancement and mitigation works.



- To assist the Climate Change and 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 2016.
- 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 is maximising biodiversity opportunities.
- To provide direct ecological support and technical advice to NMWTRA Capital delivery and maintenance teams including review of internal and external documents, surveys and reporting, technical advice, attendance of meetings and site supervision.
- Work with Ecologist, and the Climate Change and Environment Team to manage projects related to ecological enhancement and mitigation works
- Work within the Climate Change and Environment Team to manage the soft estate inventory including the identification of the location and condition of ecological assets.
- 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.
- To assist the NMWTRA Ecologists, the Climate Change 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.
- To work with the NMWTRA Ecologists to obtain protected species licences and protected site assents and progress with developing Programme of Works Licences for Protected species to the satisfaction of Natural Resources Wales (NRW).
- To work with the NMWTRA Ecologists and NRW to develop a reporting system for compliance with licences.
- To work with the NMWTRA Ecologists to further develop the Trunk Road Environmental Checking System for all scales of works to ensure NMWTRA remains legally compliant.
- To work with NMWTRA and WG and partners to develop and contribute to Biodiversity and Nature Recovery Action Plans.
- Undertake site surveys and monitoring visits as required to ensure that NMWTRA staff/ partners/ consultants and WG Transport Major Projects are operating in compliance with legislation, policy, best practice guidelines and related documents eg CEMP, HEMP, EIA and NRW licence commitments.
- Specify, programme and undertake or procure specialist ecological surveys and monitoring visits and report on these.
- Develop recording systems and databases to capture information about ecological management and surveys.



# Person Specification

## Job Specific Criteria

### Essential

Ability to work in a team environment

Self-motivated, committed and with personal initiative

Well-developed interpersonal communication skills with ability to inspire and motivate others.

Ability to work safely under pressure and to deal with tight deadlines.

Able to work with limited supervision, to prioritise own workload

Good organisational skills, innovative and forward thinking

Ability to communicate in a courteous, tactful and diplomatic way when dealing with contentious issues, understanding policies and constraints of others.

Ability to provide guidance, manage, supervise and lead on ecological matters within NMWTRA teams and projects.

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.

Evidence of commitment to continuing personal and professional development.

Frequently work hours which are outside normal hours as required

## Qualifications and relevant training

### Essential

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

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**

Ability 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 Industry Good Practice guidance

Health and Safety awareness

Current valid Driving Licence

## **Language requirements**

### **Essential**

The ability to speak Welsh is desirable and 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.



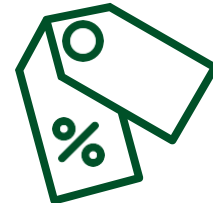
- 29.5 days of annual leave per year.
- 8.5 days of public and statutory holidays.
- Flexible working hours.



- 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