



**North & Mid Wales
Trunk Road Agent**

Senior 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: Senior Ecologist

Salary: PS4 (SCP 35-37)
£46,142 - £48,226

Duration: Permanent

Location: Conwy, Bangor, Halkyn, Llandrindod, Aberystwyth, Newtown, Dolgellau

Closing date: 24/07/2026

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

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.

[Apply here](#)

Purpose of post

The Senior Ecologist will provide professional ecological advice and support to NMWTRA teams and partners, ensuring that capital and maintenance operations comply with environmental legislation while maximising opportunities to enhance biodiversity, including supporting the requirements of Section 6 of the Environment (Wales) Act 2016 and Llwybr Newydd i Natur. You will support the Climate Change and Environmental Manager and wider teams in developing and implementing environmental strategies, policies and programmes that protect, manage and maintain the soft estate.

The role includes obtaining protected species and site licences, assents and consents where required, ensuring all associated survey, monitoring and reporting obligations are met, and developing network-wide Protected Species Programme of Works licences and reporting systems to the satisfaction of Natural Resources Wales (NRW).

You will manage and continuously improve environmental constraint processes (TRECS), oversee the roadkill recording process and use the resulting data to identify opportunities for wildlife mitigation, including the introduction of appropriate crossing infrastructure across the strategic road network. You will also manage budgets and projects relating to ecological mitigation and enhancement, promote environmental innovation across NMWTRA and its supply chain, and monitor the effective delivery of environmental requirements within the A55 Anglesey DBFO Project.



The post includes the following responsibilities with the Job Description providing a more comprehensive background to the post:

- Provide ecological / environmental advice and direction across agency teams, including reviewing and monitoring reports (including TRECs, PEAR, EAR, EIA, and HRA) on the impact and required mitigation of capital and maintenance works on the soft estate, to ensure compliance with environmental legislation.
- Support the Climate Change and Environmental Manager in the development and delivery of a NMWTRA biodiversity strategy to deliver the objectives of Llwybr Newydd i natur (The Nature Recovery Action Plan for the SRN), DMRB, SDA, WGTRMM, WMMAA and other relevant policies, guidance and initiatives.
- Advise and liaise with Consultants and Partner Authorities regarding environmental issues with the aim of harmonising arrangements throughout the Agency and across the whole range of operations and activities. This includes liaising with and overseeing contractors involved in carrying out construction and biodiversity enhancement work and promoting good standards of practice.
- Supervise and direct the work of the Assistant Ecologist.
- Management of various programmes of capital and revenue environmental works and to ensure that schemes are delivered to cost estimates and time targets.
- In conjunction with the Climate Change and Environmental Manager develop ongoing prioritised capital delivery / environmental management programmes for the Agency trunk road network, to assist in the bidding process, and to manage budgets as appropriate.
- Work with the Environmental Coordinators to develop, implement and maintain an inventory of the trunk road soft estate, within an appropriate management system and to use the system to issue and manage work as required
- To Manage the process for NMWTRA teams to record roadkill. To regularly review and strategically act upon results for example through identifying and introducing suitable wildlife infrastructure to promote safe passage of wildlife across the SRN
- To Manage and improve a system / process for teams across NMWTRA to check and mitigate for environmental records and constraints (TRECS), ensuring environmental records information is available and shared, subject to the appropriate control of sensitive protected species information.
- Provide input into the process of ensuring compliance with ISO 14001, Environmental Management Systems, for the Agency including producing environmental and other documents (including trunk road talks) regarding the operation and improvement of the SRN and establishing and monitoring performance targets as required.
- Liaise with WG, Natural Resources Wales and consultants in relation to protected species and protected sites licences. To manage on behalf of the designated licence holder all obligations relating to compliance with the licences as stipulated by the licensing body.
- Procure, manage and supervise specialist environmental or ecological consultants and contractors on trunk road matters in full compliance with procurement rules and process.
- Monitor the delivery of environmental elements of the A55 DBFO Contract by the DBFO Company, and to take steps to ensure that such delivery is fully in accordance with contractual requirements, taking responsibility for managing ecological and landscape issues as required.
- Advise on and/or arranging appropriate training on ecological / environmental issues for NMWTRA and Partner Authority staff as appropriate.
- Ensure that Welsh Government environmental reporting requirements are met.



Person Specification

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

Job Specific Criteria

Essential

We are looking for a self-motivated individual who can work effectively as part of a team while also using their own initiative and working with minimal supervision. You will be committed to protecting and enhancing the environment and promoting biodiversity, with excellent organisational and time management skills, the ability to undertake site-based survey work, often adjacent to high-speed trunk roads, and a proven ability to manage projects and deliver programmed targets.

Qualifications and relevant training

Essential

Degree or equivalent in Ecology or relevant specialist field

Relevant Experience

Essential

You should have at least five years' experience in an environmental or ecology-related role, with a strong track record of assessing the environmental and biodiversity impacts of projects and activities, and providing expert advice on habitat management and species conservation requirements.

Skills and specialist knowledge

Essential

You will have detailed knowledge of UK habitats and species, together with UK and European legislation relating to wildlife and biodiversity. You will be able to identify and assess priority and sensitive habitats, make evidence-based recommendations for their improvement, and communicate technical environmental information clearly to non-specialist audiences. You will be proficient in the use of a range of IT systems, including GIS for data management and interpretation, and have a sound understanding of health and safety requirements. Strong interpersonal skills are essential, along with the ability to deal sensitively with members of the public and colleagues, supervise and direct staff, work collaboratively as part of a small team while also being able to work independently with minimal supervision. A full, current driving licence is required.

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.



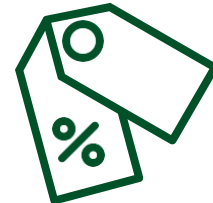
- 29.5 days of annual leave per year.
- 8.5 days of public and statutory holidays.
- Flexible working hours.



- 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