monmouthshire
sir fynwy

Come and join the team!

ROLE TITLE: **Ecologist (Highways and Operations)**

Want to help shape nature recovery in a beautiful and diverse landscape?

Join our respected Green Infrastructure team, recognised for its collaborative and innovative approach. In this role, you'll provide specialist ecological advice to Monmouthshire County Council's Highways and operational services, ensuring we meet our statutory responsibilities for biodiversity, protected species, designated sites, and wider nature conservation.

Your expertise will help us balance essential infrastructure with the needs of wildlife and habitats, making a real difference for people and nature across the county.

POST ID:	RCO62
LOCATION:	County Hall, Usk.
GRADE:	BAND H £39,481-£43,149
HOURS:	37 Per Week.
CONTRACT:	Permanent
CLOSING DATE:	9th December 2026
INTERVIEW DATE:	17TH December 2026

Additional Information
Please note that we are not able to accept CVs

To apply for this post please complete the online application form which can be found on the following page:
https://www.monmouthshire.gov.uk/jobs-employment-2/

Applications may be submitted in Welsh, and that an application submitted in Welsh will not be treated less favourably than an application submitted in English.

All posts are open to job-share unless stated otherwise.

Monmouthshire County Council is:-

- an equal opportunities employer and welcomes applications from all sections of the community.
- a disability confident committed employer.
- an Armed Forces friendly employer.
- Autism aware and committed to removing barriers to employment
- committed to supporting young people who leave our care to access new opportunities and gain experience.

ROLE PROFILE

ROLE TITLE: **Ecologist (Highways and Operations)**

POST ID: RCO62

GRADE: BAND H £39,481-£43,149

HOURS: 37hrs Per Week

WORK PATTERN: Flexible full time Monday to Friday, with occasional requirements at week-ends and/or evenings

LOCATION: County Hall, Usk, which may change in the future if the service location needs to relocate. Relocation or disturbance expenses will not be paid if this happens.

DISCLOSURE AND BARRING SERVICE (DBS) CHECK: No DBS Required for this post

RESPONSIBLE TO: Nature Recovery Team Lead

WELSH LANGUAGE ASSESSMENT: Welsh language skills are desirable.

SAFEGUARDING:
Child and Adult Safeguarding are key priorities for the Council. We aim to support children and adults at risk to be as safe as they can and to fulfil their potential. All Council employees and volunteers are responsible for playing their part in the well-being, safety and protection of children and adults at risk. All employees and volunteers will be trained to the appropriate level of safeguarding and have a duty to fulfil their personal responsibilities for safeguarding.

Green Infrastructure and Nature Recovery……..Who are we?

Our purpose is to support resilient, living and active environments for all. Our focus is on enabling health, activity, ecosystem and economic benefits. To achieve this we take a Green Infrastructure (GI) approach based around multiple benefits, multidisciplinary and partnership working, wide involvement, volunteering and engagement.

The Purpose of this Role:-
The post holder will provide expert ecological advice and develop and support the Highways Projects, Green Infrastructure (including Highways trees), Flooding (including SuDS Approving Body) and wider Council operations e.g. Grounds and Cleansing, to ensure that the County Council meets its statutory obligations in respect of conserving biodiversity, protected species, statutory designated sites and other nature conservation matters.

To support the delivery and management of ecological assessment and mitigation works in relation to Council operations.

To support the Nature Recovery Lead, the Street Works & Asset Manager and other relevant operational areas, in the development of ecological policies and procedures in relation to day to day operations.

Expectation and Outcomes of this Role:-

The successful applicant will be an experienced and appropriately licensed field ecologist who will be responsible for providing technical ecological advice in relation to Highways and other council operations. The Ecologist will undertake survey and assessment, develop associated policy and procedure, prepare Habitats Regulations Assessments, provide ecological clerk of works and undertake reporting to ensure compliance with relevant legislation and policy.

Your responsibilities are to:-

Deliver activities and relevant outputs, including:

1. To provide expert and up to date advice on matters relating to ecology, ensuring the safeguarding of protected species and designated sites, through:
    - Assessing the impacts of Highways and wider council operations proposals, including the scope of ecological information required to inform schemes
    - Working with Highways to develop an annual forward plan of ecological work to identify constraints and opportunities for delivery
    - Providing ecological advice/consultation responses to the Lead Local Flood Authority (SAB) and Land Drainage Authority (OWC's) and ecological advice in the preparation and construction of flood alleviation schemes
    - Advising on protected species licensing requirements for projects
    - Developing avoidance measures, mitigation and compensation for projects and operations alongside the delivery of net benefit for biodiversity
    - Preparation of Habitats Regulations Assessments for the council as a Competent Authority under the Conservation of Habitats and Species Regulations and, where appropriate, information to support Environmental Statements
    - To provide environmental supervision (Ecological Clerk of Works role) to various Service Areas (e.g. Highways, Grounds & Cleansing, Property Services, etc.). or their contractors. This could include:
        - Providing environmental site induction and training;
        - Ensuring works are carried out in line with relevant legislation, policies, good practice standards and protected species licence specifications; and
        - Ensuring mitigation is undertaken to the required specifications

2. Ensuring the County Council addresses Environment Wales Act Section 6 Duty to maintain and enhance biodiversity & Ecosystem Resilience, including:
    - Contributing to the preparation, implementation and review of policies, strategies and management plans
    - Train, guide and advise members of Highways, other operational teams, and where appropriate, external contractors on ecological matters
    - Contributing to statutory reporting for climate and nature

3. To undertake or oversee habitat and species surveys to assess projects, monitor and review ecological impacts:
    - Undertake ecological surveys and impact assessments including protected species surveys.
    - Planning and procuring additional specialist ecological surveys, where required
    - Co-ordinating and undertaking any appropriate surveys
    - Apply for and manage European protected species project licences, where required
    - Ensuring biological records are submitted to the Local Record Centre
    - Record keeping including where appropriate use of GIS

4. To prepare reports and recommendations for Cabinet or Committee and to prepare and if required, present evidence at Public Local Inquiries relating to highways related ecological matters.

5. To liaise with and advise other Services, agencies and bodies as necessary including:
    - To advise on and assist the attainment of Natural Resources Wales' Assent for proposals within SSSIs.

6. To support public engagement and marketing events to ensure the best possible service regarding ecology matters are delivered to the public. Interact with members of the public, either through negotiations in relation to survey access and mitigation requirements or in dealing with enquiries relating to surveys, projects or plans.

7. To be responsible for the implementation and monitoring of health and safety at work in designated areas as laid down in the authority's Health and Safety Policy and Procedures.

8. To actively support and implement the principles and practice of equality of opportunity as laid down in the Council's Equal Opportunity Policy.

9. The purpose of this job description is to indicate the general level of responsibilities of the post. The duties may vary from time to time without changing their character or level of responsibility.

Here's what we can provide you with:-

- The opportunity to work with a multi-disciplinary team of specialists in a varied and attractive county of nationally designated landscapes and multiple nature conservation designations.

- We will provide management and team support and appropriate training, and the opportunity to develop your skills based on your existing knowledge and experience.

- A laptop, mobile phone and the ability to work agilely, subject to the needs of the service.

What else you need to know…..Our Values:
Our purpose is underpinned by a clear sense of who we are as an organisation. We expect people who work with us to share a strong value set and expect that these are evident in the ways in which we work and engage with our communities.

Teamwork: We will work with you and our partners to support and inspire everyone to get involved. We will make the best of the ideas, and resources available to make sure we do the things that most positively impact our people and places.

Openness: We are open and honest. People have the chance to be involved and tell us what matters.

Flexibility: We are flexible, enabling delivery of the most effective and efficient services. This means a genuine commitment to working with everyone to embrace new ways of working.

Fairness: We provide opportunities for people and communities to thrive. We will always try to treat everyone fairly and consistently.

Kindness: We will show kindness to all those we work with, putting the importance of relationships and the connections we have with one another at the heart of all interactions.

This role will work with Monmouthshire to achieve these.

In addition:
All employees are responsible for ensuring that they act at all times in a way that is consistent with Monmouthshire's Equal Opportunities Policy in their own area of responsibility and in their general conduct.

The authority operates a Smoke Free Workplace Policy which all employees are required to abide to.

Person Specification

How will we know if you are the right person for the role? As the successful candidate you will have demonstrated:-

	Essential	Desirable
Experience	Relevant work experience. (A&I)	

Continued over the page

Education & Qualifications	Relevant degree level qualification in biology or related science (A)	A professional qualification (A)
	A dormouse licence applicable to survey and / development in Wales (A)	Other protected species licences e.g. badger, bats, great crested newt, otter (A&I)
Knowledge, Skills & Competencies	The ability to handle and process environmental / GIS data and experience of using Microsoft applications and GIS or similar systems (A&I)	Experience of using QGIS (A)
	Knowledge and understanding of policy and legislation to deliver nature recovery, nature-based solutions and the sustainable management of natural resources (A&I)	An understanding and knowledge of the SuDs Approving Body process in Wales (A&I)
	Effective communication skills and an ability to work with people from a wide range of interests and organisations (A&I)	An understanding and knowledge of habitat management. (A&I)
	Knowledge and awareness of how health and safety and environmental related laws apply (I)	
	Commitment to Health & Safety and Safeguarding policy and procedures, including undertaking appropriate safeguarding training. (I)	
	Commitment to equal opportunities policy, including undertaking appropriate equality awareness training (I)	
Personal Attributes	Be approachable and have the ability to gain commitment and cooperation from others(I)	
	Able to perform well under pressure and without direct supervision (I)	
Other	Use of a suitable vehicle and legal provision to travel throughout a rural landscape. (A)	Welsh Language Skills (A&I).

A = Application form (including shortlisting) I = Interview

The job profile is an outline only and may vary from time to time without changing the character or level of responsibility. All duties and responsibilities should be carried out in accordance with agreed policy and procedures such as Health and Safety, Equal Opportunities, Welsh Language, Risk Management, Data Protection, Financial Regulations and Safeguarding.

 Welsh Desirable.
You may be required to learn or improve your existing skills through attending staff Welsh language training funded by the council. This will be implemented if a need for Welsh language skills in the role arises.

Should you require any further information regarding this post, please contact:

Kate Stinchcombe, Green Infrastructure and Nature Recovery Manager
katestinchcombe@monmouthshire.gov.uk tel: 01633 644684

Sali Palmer, Nature Recovery Team Lead
salipalmer@monmouthshire.gov.uk

Closing Date: 9th December 2026

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WELSH LANGUAGE SKILLS FRAMEWORK

LEVEL 1

Can understand basic everyday phrases if the speaker talks slowly and clearly and is willing to help. Can introduce yourself and others and can ask and answer questions regarding basic information, e.g. individual asking to see someone, where is the xxx meeting, toilet etc. Can transfer phone calls pass on a simple message or make a straightforward request, e.g. via e-mail.

UNDERSTANDING	SPEAKING	READING	WRITING
➢ Can understand simple questions: where is the xxx meeting, where is the toilet, who is the person they wish to see. Can understand who to transfer a phone call to etc,	➢ Can pronounce place names and personal names correctly. ➢ Can greet individuals face to face or over the phone ➢ Can open and close a conversation or open and close a meeting.	➢ Can read short sentence, e.g. basic signs, simple instructions, agenda items, simple information on forms	➢ Can open and close an e-mail or letter ➢ Can write personal names, place names, job titles ➢ Can write a simple message to a colleague on paper or e-email, e.g. such and such has called.

LEVEL 2

Can understand sentences when people talk about everyday situations, e.g. simple personal and family information. Can hold a basic conversation with someone to obtain or exchange straightforward information, e.g. discuss how a person is feeling; something which has happened; simple plan for the future. Can write and read messages in letters or e-mails describing familiar issues and written in short sentences.

UNDERSTANDING	SPEAKING	READING	WRITING
➢ Can understand when people speak slowly about everyday situations, e.g. providing personal information, talking about what they have been doing, what they would like to do, how they feel general ➢ Can understand when people ask you do something	➢ Can communicate simple information or ask common questions, e.g. to acquire information from an individual ➢ Can use Welsh to get to and emphasise with the individual but not able to conduct the entire conversation or session in Welsh ➢ Can hold a short conversation with an individual or exchange relatively straightforward information ➢ Can contribute to a meeting, but need to revert to English for specialist terms.	➢ Can read short message and certain letters or e-mails, e.g. those which make a request or ask you to pass on a message	➢ Can write a short message to a colleague asking a question, thanking her/him, explaining something, e.g. time and place of a meeting ➢ Can write a short letter or e-mail to arrange an appointment

LEVEL 3

Can understand the main points when an individual or colleague is talking about familiar subjects, e.g. during a conversation or small group meeting. Can hold extended conversations with fluent speakers about familiar subjects involving everyday work. Can describe experiences and events and provide concise explanations and reasons for opinions and plans. Can read articles, letters or e-mails about general subjects. Can write letters or e-mails about most subjects, e.g. requesting something; providing information; inviting somebody or organising an event.

UNDERSTANDING	SPEAKING	READING	WRITING
➢ Can understand individuals and colleagues when exchanging information or discussing plans, if the subject is familiar. ➢ Can understand a discussion at a meeting if the subject is familiar. ➢ Can understand individuals and colleagues in a familiar situation or in everyday conversation.	➢ Can take part in most conversations with colleagues about work and plans if the vocabulary is not too technical. ➢ Can hold a conversation with an individual or exchanging relatively straightforward information. ➢ Can contribute to a meeting but need to revert to English for specialist terms. ➢ Can adapt the style of language to suit the audience.	➢ Can understand most e-mail messages or letters concerning day to day work. ➢ Can guess the meaning of a word based on context if the subject is familiar. ➢ Can read a simple, straightforward article in a newspaper or magazine types of written material.	➢ Can write a letter or e-mail to an individual, or colleague about most topics in order to request something; provide an explanation; describe an experience or situation; invite people or organise an event. ➢ Can write relatively accurately when drafting a short information leaflet or poster in Welsh as required.
LEVEL 4			
Can usually follow most conversations or discussions, even on unfamiliar topics, Can talk confidently with fluent speakers about familiar subjects relating to work, and an express an opinion, take part in discussion, and talk extensively about general topics, e.g. in meetings or one-to-one situations with individuals. Can understand most correspondence, newspaper articles and reports intended for fluent speakers with the aid of Welsh language resources and can scan long texts to find details. Can complete forms and write reports relating to work and respond accurately.			
UNDERSTANDING	**SPEAKING**	**READING**	**WRITING**
➢ Can follow most conversations and discussions with individuals or colleagues even if the subject matter is unfamiliar.	➢ Can contribute effectively to internal and external meetings in a work context. ➢ Can converse comfortably with individuals and exchange information as required. ➢ Can argue for and against a specific case. ➢ Can chair meetings and answer questions from the chair confidently.	➢ Can read most correspondence and scan long texts to find details. ➢ Can understand most newspaper articles and reports with the aid of a dictionary. ➢ Can understand texts, unless written in a very formal or colloquial form.	➢ Can produce correspondence of all types, short reports, documents and literature with support of Welsh language translation aids eg. Cysgeir, cysill.
LEVEL 5			
Can understand everything that is being said. Can talk extensively about complex issues, presenting difficult information and can facilitate and summarise extended or complex discussions. Can summarise information from different sources (orally and in writing) and present it in a coherent way. Can express themselves spontaneously, fluently and in detail, adapting the language to suit the audience.			
UNDERSTANDING	**SPEAKING**	**READING**	**WRITING**
➢ Can follow all conversations and discussions with individuals or colleagues. ➢ Can understand the ambiguity and nuance of language.	➢ Can express yourself fully in detail, even when discussing complex issues. ➢ Can adapt the style and register of your language to suit the audience.	➢ Can read and understand almost all written texts without difficulty, referring to a dictionary occasionally. ➢ Can read long texts to find relevant details and can understand most types of written material.	➢ Can write reports in a clear style appropriate to the reader with the support of electronic language aids. ➢ Can write formal or informal Welsh as required. ➢ Can write a range of documents accurately and with confidence.