Job Description & Person Specification

Job title	**Ecologist/Senior Ecologist**
Service	**Planning & Development**
Location	**Beech Hurst Offices, Andover**
Grade	**7-9**
Reports to	**Landscape & Ecology Manager**
Date	**16.11.2026**

Our Values and behaviours

We expect all of our employees to live by and demonstrate our values and behaviours that lay the foundation of how we work. Our six values are:

KINDNESS
COLLABORATION
ACCOUNTABILITY
EQUITY, DIVERSITY AND INCLUSION
AUTHENTICITY
PRIDE IN OUR DEMOCRACY AND PUBLIC SERVICE

For full details, please visit our website:
Our Vision and Values | Test Valley Borough Council

Main job purpose

Reporting to the Landscape & Ecology Team Leader, the post holder will provide technical ecological advice, to ensure that development is in accordance with corporate objectives for sustainable development and biodiversity and to support the Council achieve its own Corporate aims of delivering both a high quality service for its customers and an ecologically rich environment for its residents.

Main responsibilities and duties

1. Assess and advise on range of proposed developments to ensure full consideration is given to ecological matters by the Council and other local authorities so that national BNG and corporate objectives for biodiversity are achieved.
2. This includes: assessment of the merits of individual planning applications, assessment of BNG Metric calculations and reports, assessment on expediency for alleged breaches of planning control, assessment and advice on Local Plans/Development Frameworks and policy documents; screening and scoping for Environmental Impact Assessment (EIA) and Appropriate Assessments & Habitat Regulations Assessment (HRA);
   50%
3. Provide specialist advice to assist in the development and preparation of policies within the Local Plan/framework and other initiatives relating to development and biodiversity. Including support to Habitat Regulations Assessment, Strategic Environmental Assessment, Sustainability Appraisal of Local Plan, and meeting the requirements the Environment Act including response to BNG and advice for any other policy documents.
   15%

4. Provide necessary support, advice and appearance at planning and enforcement appeals, inquiries and hearings 5%
5. Provide assessment and provision of advice on Council development and other local authorities development (internal and external) 5%
6. Working as part of a project team, providing ecology advice in the development and subsequent management of Council green infrastructure 5%
7. Undertake surveys, assessments including BNG assessment & give advice on Protected Species 5%
8. Provide training, briefings and advice to other officers, Councillors and other local authorities and other groups on all Ecological matters 10%
9. Monitor developments to ensure compliance with relevant ecological conditions and obligations 5%

To ensure that service delivery complies with current regulations, accepted professional standards, the Council's policies and procedures and appropriate legislation. This includes legislation on equalities, health and safety and safeguarding children and vulnerable adults.

Supervision and management

The post has no direct supervisory responsibility

Resources

The post would have no direct responsibility for budgets, or the raising of revenue.

Contacts and relationships

The post holder will be expected to form effective working relationships with professional Planning Officers, Managers, and administrative colleagues within the Planning and Building Service, Planning Policy Service and work as part of project teams with other Council services.

The post holder will also develop a high profile with Councillors to ensure the effect of development on biodiversity is understood in both a planning context, and when advice is being provided in association with the Council's own projects. There will also be regular contact with applicants and landowners, together with their professional planning agents and ecological consultants. This is an important part of the communication undertaken to achieve environmental enhancements and to avoid environmental harm.

Working environment

- This is an agile working role with some office and home working and some outdoor work.
- Exposure to all weather conditions, traffic conditions, hazards connected with exposure to dirt, dust and noise.
- Contact with the public with risk of challenge or abusive behaviour.

Other Factors	
• Evening and weekend working required (on rare occasions) • Must be able to travel to Hampshire wide locations and occasionally to further locations some of which may not be easily accessible by public transport	
Criteria Everything included in this section needs to be able to be objectively measured in one of the following ways: application form, certificates, testing, interview or references.	**Essential (E)** **Desirable (D)**
Educational and professional qualifications	
Grade 7 - Educated to degree level in a relevant area, working towards a post-graduate qualification in an Ecology-related subject (or a demonstrable ability and proven experience in a relevant area to operate at that level). Working towards Associate level of CIEEM.	E
Grade 8 - Holds a post-graduate qualification in an Ecology-related subject (or equivalent level of proven experience). Associate member, and working towards full membership of CIEEM.	E
Grade 9 - Full or Chartered Member of CIEEM , or eligible and/or working towards full membership. (The Council will support the postholder in obtaining membership).	E
Holds bat, dormouse or great crested newt survey license	(D at all levels)
Knowledge	
Grade 7: Good knowledge and understanding of ecology, habitat management and restoration, survey methodologies and mitigation strategies, • Good understanding of the principles of BNG, SEA, EIA and HRA and the application of the supporting legislation • Good understanding of the principles and application of planning policies and environmental legislation • Knowledge/experience of habitat surveys, including UK HAB, and protected species surveys, methodologies and guidance and licences • Knowledge of BNG Metric **Grades 8: and 9:** • Thorough knowledge and understanding of all aspects of ecology-related principles, practices and legislation, as detailed above. • In-depth understanding of the principles and application of planning policies and environmental legislation.	All Essential

Experience	
Grade 7: • Proven experience of providing technical and specialist advice in relation to ecological matters. • Experience of working within a local government environment, advising on development proposals. **Grade 8** • Substantial post qualification experience in assessing the ecological implications of larger-scale development proposals, working with multi-disciplinary teams/ other professions and national bodies. • Substantial experience of the preparation of impact assessments and mitigation strategies • Significant experience of providing technical and specialist advice to support the development of new Ecology and other policies (including master planning) and review of existing ecology policies and procedures/ appraisals/ management plans. **Grade 9** Leading on development of Ecological policies and guidance.	E D E E E E
Key skills	
• IT skills - Ability to use a range of packages, GIS, Microsoft Office and DM applications systems, such as Uniform (specific training will be provided, where required) • Ability to work to restricted timescales • Ability and confidence to make professional judgements and to provide a substantive justification for that opinion. • Effective ability to negotiate and find solutions to constraints that are identified. • Effective relationship building and work within multi disciplinary teams within the Council. • Ability to manage a busy workload, with multiple priorities and contribute effectively to the team. • Clear, concise written communcations, and engaging oral presentation/ communications skills. • Project/time management skills	All Essential
Personal qualities and behaviours	
- Ability to relate well with colleagues, elected Councillors, members of the public and professional agents	All Essential

- Be passionate about ecology and be proactive in seeking solutions to enable development - Commitment to providing high quality customer service, one that is accessible to all. - Shows kindness and respect in approach to work and others - Commitment to equity, diversity and inclusion, celebrating and valuing the difference between everyone and what they bring, as well as ensuring that services are accessible to all.	

Corporate Responsibilities

All employees are required to adhere to corporate policies, procedures and codes of conduct; full details can be found on the intranet or from your line manager. Particular aspects include:

Health and Safety - Every employee while at work has a duty to take reasonable care for the health and safety of himself/herself and of other persons who may be affected by his/her acts or omissions at work - Health and Safety at Work Act 1974.

All employees are required to adhere to the Council's corporate policy, procedures associated with their duties and to undertake tasks/training in that context, as required.

Safeguarding - This Council is committed to safeguarding and promoting the welfare of children and young people and vulnerable adults and expects all employees and volunteers to share this commitment, and to adhere to the Council's Safeguarding Policy.

Equalities – This Council is committed to providing equal opportunities for all. We believe that employing people from different backgrounds with a range of perspectives and experiences helps us to deliver high quality services to all our residents. We employ people based on their abilities and potential, regardless of any protected characteristics.

Social Media - Employees are required to adhere to social media corporate policies and to undertake tasks/training in that context as required. Employees must not bring the Council into disrepute through their use of social media either personally or on behalf of the Council.

Financial – Employees are required to adhere to the Council's financial regulations and to undertake tasks/training in that context, as required.

Risk Management - Employees are required to adhere to the Council's risk management strategy and to undertake tasks/training in that context, as required.

Data Protection and Data Security - We hold and process information about our customers and as such we are legally obliged to protect that information.

Data protection is important for the Council, and employees are required to understand and adhere to relevant policies and procedures.