

## JOB FAMILIES ~ Technical

### Job Title: Principal Ecology Officer

#### Level descriptor – Level 9

<b>Role purpose:</b> The overriding purpose is to aid the delivery of the Council's regeneration objectives. Required to have significant post qualification experience to deliver specific work streams, provide technical advice and guidance to others (including other professionals) involved in Natural Environment service delivery and be responsible for managing resources within a team (budget and people).	
<b>Typical activities</b>	<b>Knowledge, skills &amp; experience</b>
<p>To manage a team to ensure service delivery of the Natural Environment Team Plan and green infrastructure strategy with particular emphasis on professional ecological advice to the Development Management Planning service</p> <p>Be involved in direct service delivery and provide technical support for the most complex cases to develop and support colleagues in providing professional consultation, direction and support to team members on case work and be a role model for best practice.</p> <p>Propose and help implement service improvements within an integrated service plan to improve the outcomes for service users.</p> <p>Coordinate responses on natural environment and Ecological planning issues.</p> <p>Provide support and advice to identified, Service Teams, Government Agencies, NGO's businesses, Community Groups and individuals as detailed within the service programme and address identified needs to comply with quality assurance professional standards</p> <p>Undertake supervision of others and support their professional development including mentoring and support of designated staff, enhancing and developing competencies, disseminating research and best practice findings to improve the performance of the team</p> <p>Communicate effectively with regional partners, colleagues and businesses, both verbally and in writing through the appropriate use of case notes and other record keeping within information sharing protocols and record keeping policies.</p>	<p>Professional vocational qualification or experience to at least level 6 or above, relevant to the Ecology and the Natural Environment or equivalent experience to give an in-depth level of knowledge necessary to undertake the most complex work especially in Development Management.</p> <p>Experience of managing the physical resources in the natural environment.</p> <p>A comprehensive knowledge of legislation and professional codes of practice for the service area.</p> <p>Ability to collect and collate evidence and present information to others as the acknowledged subject expert.</p> <p>Ability to manage/organise own work and that of colleagues to meet agreed deadlines</p> <p>Understanding of financial constraints and monitoring budgets</p> <p>Understanding and recognition of professional boundaries</p>

<p>Lead on the curation of ecological record within North Somerset for determination of Planning Applications and Strategic Planning purposes with the support of NSC ICT and GIS Teams.</p> <p>Help develop and support a system of local and district wide ecological licencing within North Somerset.</p>	
<p><b>Performance measures</b></p>	<p><b>Competencies</b></p>
<p>Quantifiable objectives ~ e.g. number of cases held at any one time, impact evaluation of service delivery, quality of records or cases, etc  Feedback from businesses, colleagues and regional agencies  Key Performance Indicators (where available)  Line manager assessment</p> <p>360 feedback from staff and colleagues  Performance of the team</p>	<p><u>Team Working</u> ~ Assists team members through mentoring and longer term assistance, encourages and empowers others, role model for others  <u>Service user/ outcome focused</u> ~ sets challenging goals for self and others and identifies opportunities and barriers and deals with them to achieve service delivery  <u>Problem solving &amp; judgment</u> ~ facilitates others to solve problems, breaks down complex issues into manageable parts and thinks through the implications of decisions  <u>Planning &amp; Organising</u> ~ Prioritises and organising work for self and others, makes plans to meet the longer term requirements of the service  <u>Business Awareness</u> ~ Understands the contribution the role makes to the service and organisation as a whole, thinks outside own area to appreciate the aims of other services.  <u>Leadership Standards</u> ~ demonstrates the behaviours set out in the council's leadership standards.</p>

### Equality and Diversity

We expect all employees to act professionally and to treat colleagues and the public with dignity and respect. This means setting a strong personal example of good equality and diversity practice at all times and ensuring they are sensitive to the needs and views of others and reflect this in the way they behave. Managers have additional responsibilities of managing others effectively by recognising and valuing each team member as an individual and always challenging inappropriate language and behaviour.

### Health and Safety

We all have a responsibility to work within health and safety legislation, associated codes of practice, North Somerset Council's policies and procedures and our local safe systems of work and emergency arrangements.

**Continuous Development**

Our jobs and the way we do things evolve over time and we need to keep abreast of new technologies, legislation and methodologies for our own subject areas. We are responsible for reviewing and developing our own professional practice.