



JOB DESCRIPTION

REWILDING ECOLOGIST, SCOTLAND



SAVING SPECIES FROM EXTINCTION | WWW.DURRELL.ORG

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REGISTERED COMPANY NUMBER 6448493 **REGISTERED OFFICE** c/o Intertrust Corporate Services (UK) Limited, 35 Great St. Helen's, London EC3A 6AP

PATRON HRH The Princess Royal **FOUNDER** Gerald Durrell, OBE, LHD **HONORARY DIRECTOR** Lee Durrell, MBE, PhD **CHIEF EXECUTIVE OFFICER** Lesley Dickie, PhD

INTRODUCTION TO DURRELL

Durrell Wildlife Conservation Trust is an international charity working to save species from extinction. Headquartered in Jersey in the Channel Islands, Durrell focuses on the most threatened species in the most threatened places.

Established by author and conservationist, Gerald Durrell, in 1959, Durrell delivers its conservation mission through our three integrated core areas of operation:



**A centre of excellence
in animal husbandry,
research, training and
education**



**Training future
conservation practitioners
and monitoring and
evaluating conservation
science which underpins
all Durrell activities**



**Conservation action
where it is needed most**

With a track record of 60 years, Durrell leads some of the world's longest running and most successful species and habitat recovery programmes. The quality of our work is equally as important as how we deliver it. Our values, underpin how we approach our work and the work environment we create.

OUR VALUES

PURPOSEFUL

We are clear on why we do what we do, are connected as an organisation, we understand and demonstrate enabling / delivery, we are passionate about what we do and work tirelessly to achieve it.

ACCOUNTABLE

We are accountable for our actions; we act with integrity and always have the best interests of the Trust at heart. We take it upon ourselves to update our knowledge and deliver excellence, and our ethics are of the utmost importance.

SUPPORTIVE

We develop and encourage our staff, we work as a team, work well with other departments and trust and respect each other. We promote a learning culture, treat people fairly, encourage diversity in the workplace, and value the opinions and views of others.



JOB PURPOSE

To lead on the monitoring of the biodiversity on the 76 sq km Dalnacardoch Estate in the Cairngorms National Park to track the progress of a landscape-scale rewilding project being delivered by Durrell over the next 100 years. This will include the delivery of surveys for rare species, ecosystem monitoring and coordinating external contractors and University partners carrying out monitoring activities on the land. In the long-term, this role will be involved in the monitoring of species reintroduction projects on the site.

The role will report to the Programme Director, working closely with Durrell's Director of Conservation Knowledge, Science Manager, UK Programmes Manager, Director of Field Programmes and on-site staff including the Estate's keepers. The role will also engage with University partners and Ecological consultants working on the site.

REWILDING ECOLOGIST

DEPARTMENT

Field Programmes

REPORTS TO

Programme Director, Scotland
Science Manager
Director of Conservation Knowledge

CONTRACT

Initial 2-year fixed term
Full time (35 hours per week)

LOCATION

Dalnacardoch Estate,
Perthshire, Scotland



KEY RESPONSIBILITIES

- Work with the Director of Conservation Knowledge and Science Manager to plan and undertake a series of robust, estate-wide surveys for rare species, providing a baseline from which to measure landscape level change delivered during this long-term rewilding project, which are fully compliant with all relevant legislation, technical standards and guidance.
- Coordinate on-site visitation and work by ecological consultants to deliver specialist surveys, or where additional capacity is required.
- Work with the Estate's stalkers to monitor high-impact native species such as deer and foxes and understand their impact across the Estate.
- Work with others at Durrell to design and implement a peatland restoration plan, and reforestation plan for the estate.
- Work with ecologists across neighbouring estates and from the Cairngorms National Park to ensure monitoring is delivered according to best-practice and informs policy in local biodiversity conservation initiatives.
- Represent Durrell and the Estate at relevant local and regional meetings.
- Maintain and nurture existing, and develop new, relationships and partnerships with research institutions and other relevant actors.
- Coordinate on-site visitation and work by University collaborators, from students to senior research staff engaged in research programmes on the Estate.

ADDITIONAL RESPONSIBILITIES

- Publication of a manuscripts in a peer-reviewed journals where relevant.
- Deliver novel technological solutions to monitoring across the site.

KNOWLEDGE, SKILL AND ABILITY

Required

- An MSc or PhD in conservation, ecology or a related field, or equivalent research experience;
- Experience working in UK ecology, or wildlife conservation sector;
- A clear in-depth knowledge of UK ecological survey techniques and policy;
- Experience of habitat surveys (UKHab/ NVC/ Phase 1) and/or protected species surveys;
- Capable of planning and prioritising individual workload, working within agreed timeframes;
- Excellent interpersonal skills;
- Excellent report writing and communication skills;
- A good level of ability in statistics and GIS;
- Experience of working closely with regulatory authorities and various stakeholders;
- Valid driving licence.

Desirable

- Experience in the supervision of undergraduate and post-graduate students;
- Experience of the Peatland Code and Scottish Forestry legislation.
- Experience in Biodiversity Net Gain.
- Survey licence for one or more protected species e.g. bats / newts or a demonstrable specialist in other taxa (botany, invertebrates).



BEHAVIOURS AND VALUES

- Passionate about conservation and an understanding of and commitment to Durrell's vision, mission and aims.
- Acts with integrity and with the best interests of the employer at all times.
- Ability to demonstrate initiative and work well under pressure.
- Respectful of the opinions of others and willingness to collaborate.
- Ability to work independently but also works collaboratively with colleagues and partners.
- Demonstrate awareness of and sensitivity to cultural, ethnic, gender and ability issues.
- Works proactively and has a determination to reach targets and excel at tasks.
- Open to adopting creative approaches and problem solving when faced with challenges and limited resources where needed.



OUR LOCATION



Dalnacardoch Estate, Perthshire, Scotland