



Rewilding Ecologist - Job Description

Job Title:	Rewilding Ecologist
Location:	Home Based – with frequent travel to existing Nattergal sites and potential acquisitions.
Employer:	Nattergal Limited
Reporting to:	Landscape Ecologist
Number of Positions:	1
Salary (per annum pro rata):	£30,000 - £35,000, based on experience
Start Date:	ASAP
Contract:	Full-time, Permanent

Job Snapshot

Nattergal is a dynamic nature restoration company with a mission to deliver “nature recovery at scale to provide vital benefits for society and sustainable financial returns”. With three nature restoration sites currently under management, and more in the pipeline, we are now looking to appoint a Rewilding Ecologist. This is an exciting opportunity for a highly motivated person to work within the Natural Capital team to support on the execution and monitoring of rewilding projects across the Nattergal portfolio.

The Opportunity:

We are looking for a highly motivated person to input into the planning and implementation of biodiversity monitoring and nature restoration on our rewilding projects. Coordinating, executing and analysing biodiversity monitoring programmes will be a critical part of the role. These surveys are crucial for Nattergal to demonstrate change on our sites, to trade ecosystem services (e.g. biodiversity net gain, carbon credits and nutrient neutrality), to tell our story, and to comply with relevant permissions required to develop rewilding projects. The role will also involve input into the design and implementation of our nature restoration plans.

Nattergal’s approach to nature recovery is process led: to enable natural processes to function and to shape the landscape and the ecology. The Rewilding Ecologist will help us monitor and learn about our systems, contributing to scientific literature and shaping future acquisitions and projects.

About the Role:

- Conduct habitat and species surveys across Nattergal’s portfolio of sites, including Biodiversity Net Gain assessments.
- Support the planning and coordination of our biodiversity monitoring plans.
- Support site teams with biodiversity monitoring, including collection of soil samples for eDNA analysis, bioacoustics monitoring, drone surveys etc.

- Contribute to the design and implementation of our nature restoration/ rewilding plans.
- Support with public engagement through workshops, presentations and community events.
- Work on the collation, storage and analysis of data and the generation of reports, including associated GIS mapping.
- Support on our species reintroduction efforts, including beaver releases.

Person Specification

Essential:

- Around 2-3 years of ecological experience, such as in ecological consultancy or a conservation role.
- CIEEM membership or eligibility for CIEEM membership.
- Field Studies Certificate Level 4 (or botanical experience of this level).
- Proficient skills in habitat classification, with experience using UKHab and undertaking condition assessments (in accordance with the Statutory Metric).
- Proficient GIS skills (particularly QGIS).
- Good experience using Microsoft suite of programmes – Word, Outlook, Excel.
- Strong organisational and communication skills.
- A full driving licence and use of own vehicle, with valid business insurance.
- A passion for nature conservation and appreciation of the benefits of process led nature recovery - rewilding.

Desirable:

- Relevant undergraduate or post-graduate level qualification.
- Protected species licences and ringing permits.
- Relevant professional ecological experience in species survey techniques (e.g. bird surveying, butterflies, bats), and working knowledge of Biodiversity Net Gain.
- Health and Safety qualifications.
- An understanding of UK planning policy and wildlife legislation.

How to apply

If you wish to apply for this role, please submit a **CV and short Covering Letter** explaining your motivation for applying and briefly addressing the essential criteria for the role (up to 500 words) via the Change Agents UK [Careers Page](#).

We also ask you to complete an optional [Equality, Diversity & Inclusion Monitoring form](#); this does not form any part of the selection process but is used to help us monitor the effectiveness of our policy.

Application Deadline:	Ongoing – applications may close when this position is filled. Early applications are encouraged.
Telephone Interview:	Ongoing.
Interview Date:	Ongoing.
Anticipated Start Date:	ASAP

Early applications are advised. We reserve the right to close this vacancy early if a suitable candidate is identified.

You are welcome to get in touch with us with any questions before applying – please email us at applications@changeagents.org.uk or call us on 01572 723419.

Job offers will be subject to suitable right-to-work and reference checks and the successful applicant may be required to undergo a DBS check.

Change Agents UK is committed to reducing inequality, valuing diversity and enabling inclusion. We welcome applications from people from all parts of the community, particularly where there is under-representation. If you need additional support to enable you to complete the application process, please contact us.

Information on placement terms can be found at www.changeagents.org.uk/information-employment-terms

About the Company:

Nattergal Limited

Nattergal is a nature restoration company with a mission to “deliver nature recovery at scale to provide vital benefits for society and sustainable financial returns”. Nattergal aims to restore degraded ecosystems at scale, initially through the purchase of ecologically degraded and lower productive land with limited employment.

The company aims to return ecosystems to nature in perpetuity, thereby increasing biodiversity, sequestering carbon, and providing a local nature-based economy. The initial focus is on lowland reversion projects in England, replicating the successes delivered at our partner organisation [Knepp](http://www.knepp.co.uk), now one of the most important biodiversity hotspots in the UK. For more info please see: <https://www.nattergal.co.uk/>

Change Agents UK:

Change Agents UK Trading Ltd works as a non-profit sustainability employment business and agency and is wholly owned by Change Agents UK Charity. Change Agents UK have worked in Sustainability education and employment for 25 years, supporting our partners to create superb opportunities in sustainability, delivering real impact and change and providing training and skills support for our Change Agents on placement.

Benefits:

Annual Leave: 25 Days + 8 Bank Holidays

Pension Information: Pension Scheme

In addition to the role and it's benefits you will be enrolled on to the Change Agents UK Sustainability Leadership Skills Programme. You can benefit from networking with peers, a series of workshops, 1:1 coaching to focus on your professional development.

Appendix 1: Change Agents UK Trading Ltd Opportunity Details

Change Agents UK Trading Ltd is acting as an employment agency as defined under the Employment Agencies Act 1973. Should you have any queries or require any further information on this role or the services we provide please contact applications@changeagents.org.uk or call 01572 723419.

Placement Details	
CAUK Reference Number	2507
Placement job title:	Rewilding Ecologist
Start date of the placement:	ASAP
End date of the placement:	N/A
Actual hours of work per week: 'Full time equivalent' hours per week:	37.5 hours per week FTE 37.5 hours
Days and hours of work: Please detail normal hours and any variables or expected rotas / shift patterns.	Monday – Friday. 9am-5pm Occasional weekend work for community events, with time off in lieu.
Where applicable please provide details of any terms and conditions which would apply to the agency worker in relation to night work:	NA
Probation period including any conditions:	3 months
Notice period:	1 month
Type of work:	Biodiversity monitoring
Location of work if different to Client's address:	Home based with the expectation of frequent travel to existing Nattergal sites and potential acquisitions
Rest breaks and rest periods given to employees:	1-hour unpaid lunch break taken at employee discretion
Client's collective facilities available to the employee: E.g. canteen, childcare facilities and transport services, toilets and shower facilities, prayer rooms	Welfare facilities are available on all existing Nattergal sites.

Any known health and safety risks and the steps the client has taken to reduce the risks:	H&S training will be provided at all sites.
Any experience training, qualifications or authorisation necessary or required by law or a professional body to do the role (if none, please state so):	N/A
Does the position involve working with vulnerable people*:	No
Pay and Benefits	
Salary (payable to a direct recruit or comparable employee): Please provide pay scales if available.	£30,000 - £35,0000 based on experience
Sick leave and pay:	Statutory Sick Pay Scheme
Mileage rate:	45p / mile
Any other expenses payable:	All reasonable expenses – travel, etc (on production or receipts.)
Bonuses or commission payable (if applicable include any qualifying criteria):	N/A
Overtime rates payable (if applicable include any qualifying criteria):	N/A
Any other remuneration:	N/A
Any other benefits:	Pension and Private Health Care Scheme
Annual Leave	
Annual Leave entitlement and pay:	25 days (Full time) +8 Bank Holidays
Closure Days (if applicable, please specify dates):	N/A