

Role Summary

Job Title:	Ecologist
Location:	Hybrid – Home-based with regular travel requirements
Reporting To:	Development Manager
Salary:	£28,000 to £34,500 per annum
Contract Type:	Permanent
Working Hours:	Full-time (37.5 hours per week)
	We welcome applications from candidates looking to work part-time in this role.

Benefits:

- 28 days annual leave plus bank holidays
- Two additional days annual leave awarded after two years' service
- 9% employer pension contribution
- Generous home working package, including:
 - Mileage reimbursement for all work-related travel
 - Monthly home working allowance

About the Role

The Ecologist role will join our expanding Development Team, further supporting the growth of our fast-evolving range of commercial services, administered through our consultancy arm Severn Rivers Ecology. From botanical surveys to habitat feasibility assessments, to ambitious, hands-on habitat creation work, such as our pioneering Severn Woodlands initiative, this role will see you involved in a range of projects that deliver lasting impact. The work will be varied, somewhat seasonal and above all else, highly rewarding.

Given the broad nature of our ecology work, this position is best suited to somebody with a mix of ecology and practical land management experience, alongside the capability to manage projects and client relationships.

We have big ambitions for our ecological commercial work and want somebody with the appetite and personality that will support us in unlocking the potential and establishing us as a leading ecological consultancy.

Our challenge

The River Severn is Britain's longest river, winding 220 miles from the Cambrian Mountains in Wales through the heart of Shropshire, Worcestershire, and Gloucestershire, before reaching its majestic estuary. For centuries, it has shaped the identity, culture, and economies of the communities along its course. Today, the Severn remains a vital natural resource—supporting rich biodiversity, supplying water to millions, and playing a crucial role in flood resilience and climate adaptation.



Pollution, habitat loss, and the accelerating impacts of climate change are putting immense pressure on rivers like the Severn. Yet, despite these growing challenges, there is still time to act. With the right commitment and collaboration, we can restore and protect these vital ecosystems—and you can be part of the solution.



Our team & ambition

At the heart of Severn Rivers Trust, is our dedicated staff team. We have a passion for what we do and an unrelenting desire to deliver more, faster and with less interruption. In order to achieve this, we need a leading workplace culture that inspires hard work, nurtures ambition and fosters inclusivity. **We want 100% from our team, and in return the team can expect 110% from the Trust.** Our staff team are organised as follows.

Operations Team

Lead the implementation of ecological restoration works and agricultural advice programmes to improve the freshwater environment.

Development Team

Provides cross-cutting technical support to our operations and lead our commercial workstreams, that build financial resilience whilst supporting ecological restoration.

Community Engagement Team

Inspires and empowers local people through education, volunteering, and citizen science initiatives.

Finance & Administration Team

Delivers the vital support that keeps our organisation running smoothly and effectively.

Our Ambition in a nutshell

The 2030 Project



Build on our foundations and hone our USP

We have laid the foundations, and now we're building up. The 2030 project zeros in on what we're best at; delivering meaningful action on the ground.



Accelerate delivery & challenge the status quo

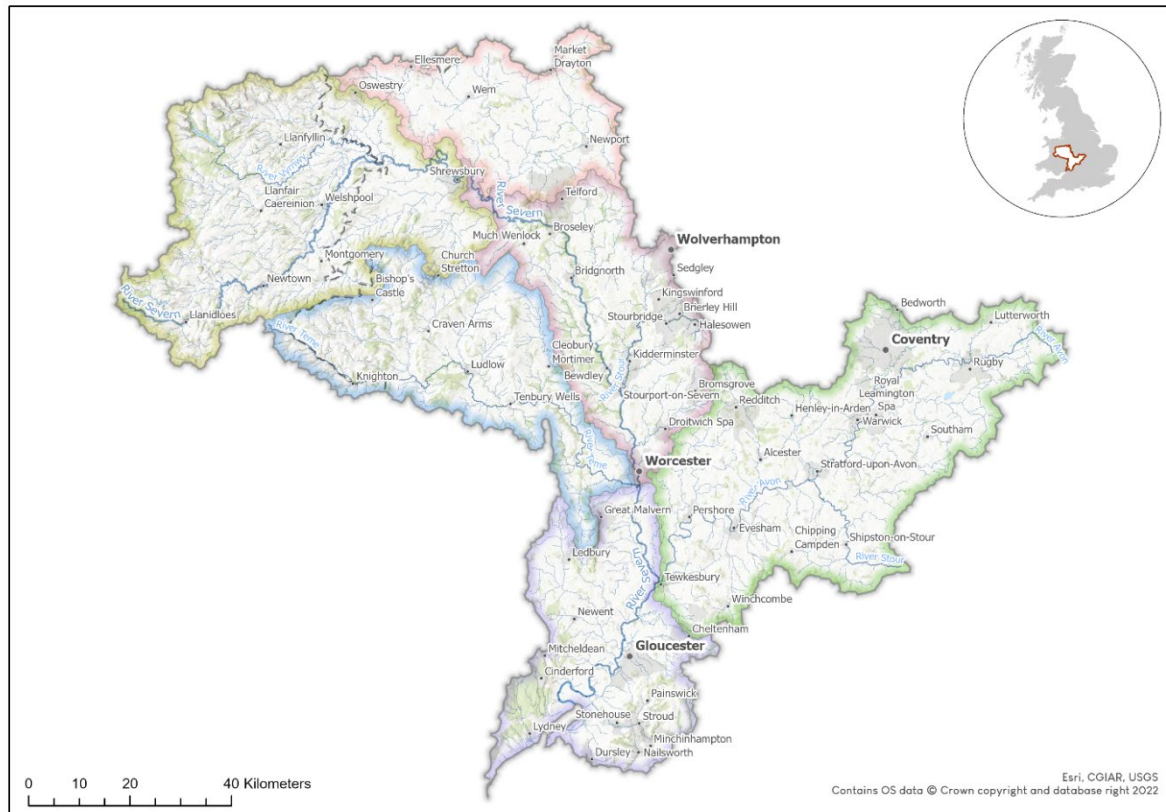
Recovering our rivers is too slow. We have strategies upon strategies, action plans upon action plans, talking shops, and legislative red tape. We believe there is an approach that can navigate this to bring about change now, not in 20 years' time.



Doubling our impact

The 2030 project is about growth. We want to deliver more, we want to deliver it faster, and we want to be braver in our approach, to enable us to double our annual delivery output by 2030

Our working area



Our charitable operating area, where most of our ecology work is currently delivered is, outlined above. Further detail on each of the sub-catchment areas can be accessed using the links below.

Occasionally, our commercial work takes us beyond these boundaries to support schemes nationwide. To avoid excessive travel requirements, you will be supported by our growing team of freelance ecologists during busy periods.

[Severn Vale Management Catchment | Catchment Data Explorer](#)

[Worcestershire Management Catchment | Catchment Data Explorer](#)

[Severn Middle Shropshire Management Catchment | Catchment Data Explorer](#)

[Teme Management Catchment | Catchment Data Explorer](#)

[Severn Uplands Management Catchment | Catchment Data Explorer](#)

[Severn Middle Shropshire Management Catchment | Catchment Data Explorer](#)



Role purpose

Ecology & land management services

- Lead and support a range of habitat surveys including UKHab, Phase 1 and Extended Phase 1.
- Support in undertaking BNG calculations using the biodiversity metric tool.
- Support with ecological surveys including electrofishing assessments, river condition assessments and protected species surveys.
- Support in preparing habitat management & monitoring plans for a range of restoration schemes.
- Procure and oversee land management contractors delivering habitat creation works.
- Prepare high quality, professional reports, and lead engagement with clients and partners for allocated projects.

Project management

- Oversee the Trust's Severn Woodlands scheme, providing technical and administrative support to the Operations Team. This will include supporting with woodland design, obtaining consents & permissions and tracking the budget and associated outputs.





Person

Skills & Experience	Essential	Desirable
A foundation knowledge of UK priority species & habitats	<input checked="" type="checkbox"/>	
Experience undertaking habitat surveys, such as UK Habitat Classification and Phase 1	<input checked="" type="checkbox"/>	
Foundation understanding of Biodiversity Net Gain (BNG), including familiarity with the BNG metric tool and the preparation of habitat management & monitoring plans	<input checked="" type="checkbox"/>	
Experience in overseeing and/or delivering land management works, including woodland design and implementation	<input checked="" type="checkbox"/>	
Experience in end-to-end project management, including budgeting, risk management and reporting	<input checked="" type="checkbox"/>	
A good, broad understanding of environmental conservation and land management	<input checked="" type="checkbox"/>	
Good communicator with strong teamwork, organisational skills, and the ability to work both independently and collaboratively	<input checked="" type="checkbox"/>	
Full UK driving license with own car covered by business insurance	<input checked="" type="checkbox"/>	
Experience using mapping software such as ArcGIS Or LandApp		<input checked="" type="checkbox"/>
CIEEM Associate Membership (or above)		<input checked="" type="checkbox"/>
FISC level 4 or above		<input checked="" type="checkbox"/>



Application

For further information or an informal discussion about this role, please contact Lloyd Cockram at:

For emails enquiries: lloyd.cockram@severnrivertrust.com

To chat or WhatsApp: 07923 220391

How to Apply

To apply, please send:

- Your CV (max. 2 pages) outlining your relevant experience, education, and training.
- An optional cover letter explaining why you are interested in this role and how you meet the requirements,

to  recruitment@severnrivertrust.com

 Deadline for Applications: Midnight, Sunday 6th July

 Interview Date: Week commencing 14th July

Please note: Due to the volume of applications, we are unable to provide feedback for candidates who do not reach the interview stage.

Join Us & Make a Difference!

This is a unique opportunity to kickstart your career in conservation, gain hands-on experience, and work with a dedicated team restoring Britain's most iconic river.

Are you ready to be part of the Severn's recovery? Apply today!

