

Lancaster City Council - Job Description & Person Specification

Job Title:	Biodiversity Officer	Grade:	GG510	Job Code:	LCC627
Service/Team:	Planning and Housing Strategy/Heritage and Design Team	Role Type: *Delete as appropriate	HYBRID	Reports to: *Title & LCC Code	Service Manager, Planning and Housing Strategy
Line Manages: *Title/s & LCC Code	n/a				

Job Overview
<p>Overview</p> <ul style="list-style-type: none"> To provide the Council with the sound professional ecological advice that will enable it to achieve its responsibilities for delivering its Biodiversity Duty, delivering Biodiversity Net Gain objectives required by the Environment Act and secondary legislation in accordance with national guidance (currently provided by DEFRA) and supporting the preparation of the Lancashire Local Nature Recovery Strategy.
Direct Responsibilities
<ol style="list-style-type: none"> Support and contribute to the work of Planning Strategy colleagues in the preparation of development plan policy, supplementary planning, and other planning policy guidance. Represent the Council and contribute to the preparation of the Local Nature Recovery Strategy by Lancashire County Council. Support and advise Development Management colleagues and Planning Enforcement colleagues in the work of assessing development proposals to provide expert ecological advice on achieving on the Council's BNG objectives. Lead on developing the Council's approach to implementing BNG requirements including establishing site criteria and delivery arrangements for on and off-site BNG. Establish and maintain a local register of BNG opportunities across the District liaising with landowners and stakeholders to establish local opportunities for delivery. Support colleagues in establishing and maintaining a comprehensive BNG monitoring system that enables accurate, timely and conclusive monitoring on BNG implementation for both on-site and off-site BNG projects. Support and contribute to the Council's development and implementation of a Green and Blue Infrastructure Strategy. Work positively in coordination with the Council's Arboricultural Officer to protect and advance the ecological capital of the district. Work positively, and in coordination with Climate Change colleagues, to advise on the applications of ecological management practices to support the protection and enhancement of ecological capital, and action to support climate change adaptation, mitigation, and resilience.

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| 10. | Lead on the delivery and reporting of the Council’s Biodiversity Duty, working with colleagues from other areas of the Council to develop work programmes and policies that conserve and enhance biodiversity assets across the district and deliver on the Council’s commitment to secure environmental enhancements through its declared ecological emergency. |
| 11. | Increase awareness of BNG responsibilities through information sharing and delivering officer and elected member training events. |

Primary Measurable Objectives

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| 1. | Development and establishment of confident, reliable approaches, procedures, and protocols to enable the Council’s specific BNG objectives and responsibilities to be achieved. |
| 2. | The Council’s BNG practices are clear, understood and well advocated to the community, stakeholders, partners, and developers. |
| 3. | Provision of professional robust ecological advice is provided to the Council’s officers and elected members particularly but not exclusively in relation to BNG Objectives. |
| 4. | Evidence of enhanced climate change mitigation, adaptation and resilience in comparison to a baseline or do nothing position |
| 5. | Evidence of enhanced ecological capital in comparison to baseline or do nothing position. |
| 6. | The conservation and enhancement of ecological capital are increasingly recognised as positive objectives of the Council. |
| 7. | Preparation of Biodiversity Reports which documents the policies and actions the Council has carried out to comply its Biodiversity Duty in accordance with national guidance. The report must communicate how the Council is improving the environment and illustrate positive changes. |

Staff Management Responsibilities

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Person Specification			
Knowledge & Educational Requirements	Essential Criteria	Desirable Criteria	Assessed by: App Form, Interview, Certificate, Test, Other...
Specialised Qualifications & Training	<p>Degree in Ecology, or a degree combining Ecology with; Environmental Land Management, Conservation, Environmental Economics, Environmental Science</p> <p>Membership of the Chartered Institute of Ecology and Environmental Management:</p> <p>MCIEEM or, CEcol or, CEnv</p> <p>Potentially the Council may consider candidates with CIEEM Qualifying membership providing that the candidate can demonstrate;</p> <ul style="list-style-type: none"> • eligibility for membership (by having a recognised qualification), and, • relevant experience, and, • can evidence a personal commitment to achieving Chartered membership of CIEEM with 18 months of appointment. 		App Form, Interview, Certificate
Experience	<p>Undertaking ecological assessments and surveys at a professional competence level.</p> <p>Providing professional ecological advice in either a public sector or private sector environment.</p>	<p>Applying the DEFRA Metric.</p> <p>Liaising and negotiating agreements with landowners and developers.</p> <p>Working positively in partnership with a wide range of professional and organisations.</p>	App Form, Interview
Job Related Skills, Knowledge & Abilities	<p>Ability to effectively manage a work programme containing competing priorities.</p> <p>Professional level knowledge of habitats and species.</p>	<p>Ability to undertake, interpret and scrutinise biodiversity net gain assessments.</p>	App Form, Interview

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	<p>Professional-level knowledge of habitat creation and management techniques.</p> <p>Knowledge of scientific research and analysis techniques.</p> <p>Good understanding of legislation relevant to BNG including the Environment Acts Town & Country Planning Acts and NERC Act.</p> <p>Knowledge of planning policy approaches for achieving BNG through the development management process.</p>	<p>Ability to develop sound procedures, policies, guidance, and practices.</p> <p>A good general understanding of the planning system, planning Legislation and the preparation of Section 106 Agreements.</p> <p>Knowledge of Sustainability Assessment and Habitats Regulations Assessment.</p>	
Personal Attributes Including Interpersonal & Communication Skills	<p>Ability to represent the Council reliably and professionally in engaging, collaborating, and advocating its interest with a wide range of individuals and organisations.</p> <p>Ability to establish trust and respect to better enhance advocacy and influence in a professional work environment.</p> <p>Ability to apply strategic thought to better enable effective approaches whilst also able to maintain awareness of project details.</p> <p>Excellent written and verbal communication skills, with ability to confidently present to different audiences.</p>		App Form, Interview
Special Requirements/Other	<p>Full Driving licence.</p> <p>Ability and willingness to travel to all parts of the district, usually alone, including to remote and isolated rural locations, to undertake site visits and ecological assessments.</p>		App Form, Interview

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Additional information

Lancaster City Council Specific Knowledge

Once in post, demonstrate:

Understanding, implementation and adherence to Lancaster City Council's policies and procedures.

Understanding, implementation and adherence to Our Values.

Understanding of the post holder's own and their team's contribution to the Council's Corporate Plan.

General Statement

The above duties and responsibilities do not include or define all tasks that may be required of you. Duties and responsibilities may vary without changing the general character or grade of the role.

As a normal part of your job, you are expected to routinely undertake corporate activities on behalf of your Directorate, appropriate to grade of the role.

Learning and Development

You are expected to undertake any training and development appropriate to the current and future needs of the post.

Health & Safety at Work

All members of staff are responsible for fulfilling their health and safety roles and responsibilities, as outlined in the Job Description above. It is the employee's responsibility to ensure that they are familiar with the Council's health and safety policy, procedures, work instructions and relevant risk or other health and safety assessments pertinent to their work tasks, and that they carry out their work tasks in accordance with the significant findings of such.

Equal Opportunities

Lancaster City Council is an Equal Opportunities employer and has equal opportunities policies with which you are expected to comply at all times. The City Council condemns all forms of harassment and is actively seeking to promote a workplace where employees are treated with dignity, respect and without bias.

Climate Emergency

You will be expected to conduct your work activities in a way that demonstrates understanding of, and alignment with the requirements of delivering the Council's response to the Climate Emergency.

Community Safety

Section 17 of the Crime and Disorder Act requires local authorities to consider the community safety implications of all their activities. Officers of Lancaster City Council should have an awareness of community safety and consider any community safety implications within their own area of responsibility.

Safeguarding

Lancaster City Council delivers a range of services and activities that impact on the lives of children both directly and indirectly. Safeguarding children, ensuring their welfare, safety and health is of paramount importance. We are committed to providing safe and supportive services that will give children the opportunities to achieve their full potential.

Employee Signature:		Print name:		Date:	
Manager Signature:		Print name:		Date:	