**Role Profile**

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| **Job title** | Assistant Ecologist |
| **Reporting to** | Senior Ecologist |
| **Has reporting** | None |
| **Starting Salary** | C |
| **Duration**  | Permanent |
| **Location**  | Dundreggan |

**Trees for Life - context**

The Trees for Life vision is of a revitalised wild forest in the Scottish Highlands, providing space for wildlife to flourish and communities to thrive.

The Trees for Life mission is to rewild the Scottish Highlands by enabling the restoration of the globally unique Caledonian Forest which once covered much of Scotland. Integral to our success is the involvement of people.

**Dundreggan**

Dundreggan is a 10,000-acre estate in Glenmoriston between Loch Ness and Skye. Since 2008, the estate has been transformed into one of the best examples of forest restoration in Scotland. It includes a ground-breaking tree nursery and is where many volunteers come to take part in rewilding projects. It is now the location of the world’s first Rewilding Centre.

**Wild Trees**

Wild trees are Scotland’s natural tree populations. They are part of an unbroken chain of natural regeneration that goes right back to the end of the last ice age, and typically support high biodiversity. Wild trees can reforest whole landscapes when conditions are right, but many populations in the Scottish Highlands are threatened by centuries of heavy browsing pressure from livestock and deer.

Trees for Life is working to prioritise wild trees across our projects.

**Our values**

Our values are at the core of our mission to rewild the Scottish Highlands, informing decisions large and small from the day-to-day running of our office to major conservation projects. We have shared these values so that our supporters, volunteers and partners can gain a deeper understanding of what drives Trees for Life.

**We are groundbreaking:** We are an ambitious charity with a big mission. For over 25 years we have sought to bring innovation to conservation, and we continue to strive for new and ground-breaking ways to rewild the Scottish Highlands.

**We are collaborative:**We are an open, friendly and cooperative organisation. We welcome and encourage collaborative working with other organisations, landowners and the wider community. We believe we can always achieve more through teamwork.

**We are pragmatic:** We seek prudent, sustainable solutions in everything we do. We are always mindful of our duty to our supporters, our volunteers, our staff and above all to Scotland’s wild forest. Seeking a pragmatic approach safeguards our organisation and the work we undertake.

**Overall purpose of the job**

Supporting the Senior Ecologist, this role provides advice both inside and outside of Trees for Life. The post directly delivers ecological survey and monitoring work, often focused on wild trees, and also supports other staff with ecological expertise on a range of Trees for Life projects.

**Key Liaisons**

The key focal points for liaison for the Assistant Ecologist are the Senior Ecologist, Dundreggan Estate Manager, Rewilding Weeks Coordinator and Guides, Wild Pine Project Officer, and Affric Highlands Team.

**Scope, Accountability and Resources**

Working closely with the Senior Ecologist and other teams, the Assistant Ecologist will carry out desk-based and fieldwork to help guide and evidence the work that we do. A particular focus will be supporting the development of and monitoring natural regeneration and planting projects. They will also support ecological monitoring at Dundreggan and provide additional fieldwork and reporting capacity in support of other key habitat restoration or wildlife projects.

**Key responsibilities**

**Surveys to inform landscape-scale nature restoration**

* Learn and apply the Wild Trees survey methodology to identify habitat remnants from historic data, biodiversity hotspots, threatened areas and recovery potential.
* Habitat mapping.
* Regeneration surveys.

**Provide support and advice for ecological projects and monitoring**

* Contribute to the design of monitoring for projects with ecological objectives where needed.
* Support monitoring of the maintenance needs, effectiveness of management interventions, advise on the need for adaptations or adjustments.
* Species surveys and support for Trees for Life’s work with wildlife comeback.

**Habitat Condition Assessment**

* Woodland Herbivore Impact Assessment
* Peat depth and condition surveys

**Ecological monitoring and research**

* Assist with the full range of ecological monitoring work at Dundreggan and on partner-owned land.
* Support ecological research projects and partnerships.

**Data analysis and management**

* Analyse, interpret and present survey data in different formats to a range of audiences.
* Use GIS to map landscape features, digitise historical information and present data visually.
* Organise and digitise historical survey data and reports.

**Outreach and Training**

* Support the Senior Ecologist in providing training events.
* Provide ecological advice to a range of stakeholders.

**Person Specification**

**Knowledge & Expertise**

* Knowledge of the ecology, wildlife and habitats of the Scottish Highlands, particularly it’s woodlands.
* Understanding of how land use history and the common land uses of today affect the Highlands landscapes and their ecology.
* Genuine enthusiasm for Trees for Life’s mission, with people an integral part of our vision for ecological restoration.

**Skills & Competencies**

* Plant and wildlife identification skills.
* Competent using Microsoft Word, Excel, Powerpoint.
* Strong interpersonal and team working skills.
* Current UK driving licence (max 3 points), experience of driving off public roads.

**Experience**

* Habitat and/or species survey and assessment in practice.
* Use of ArcGIS or QGIS for data mapping.
* Data analysis using descriptive statistics.
* Report writing.

**Personal Attributes**

* Highly-motivated and professional in approach.
* Resourceful, flexible and able to work on their own initiative.
* Physically fit and able to work alone outdoors in difficult weather conditions with a conscientious approach to health and safety.
* Well-organised logical thinker, creative and open-minded in approaching problems.
* Strong team player with a flexible approach to finding solutions.
* An open approach to communication.
* Demonstrably committed to TfL’s ethos.

**Working conditions/ Special demands**

* This post will require occasional weekend and evening working.
* Must have full UK driving licence entitlement (max 3 points).