

Kent County Council

Job Description: *Biodiversity Officer*

Directorate:	Growth, Environment and Transport)
Unit/Section:	Natural Environment & Coast
Grade:	KR9
Responsible to:	Senior Biodiversity Officer
Location:	KCC operates a flexible working approach, a hybrid of office/site and remote working. The post holder is not expected to be located in Kent, but they should have the ability to travel to Kent to attend meetings and site visits that may occasionally be required.

Purpose of the Job:

To advise on the ecological implications of development, strategic planning and other proposals; ensuring the planning authority meets wildlife legislation, policy requirements and duties and effectively protects, manages and enhances the biodiversity of Kent.

To support the development and implementation of biodiversity projects and initiatives.

Main duties and responsibilities:

- Deliver the Ecological Advice Service to KCC's Planning Application Group and the county's local planning authorities. This work will require the post holder to:
 - Provide ecological advice at any stage as requested within the development management process (pre-application, screening, scoping, formal application and enforcement).
 - Assess, and advise on, ecological impacts and appropriateness of any proposed mitigation and biodiversity enhancement measures.
 - Assess, and advice on, biodiversity net gain information and plans.
 - Support strategic work to prepare the county for the implementation of biodiversity net gain
 - Attend, and contribute to, meetings with developers/applicants pre- and post-submission.
 - Attend, and input to, planning committees, planning inquiries and appeal hearings.
 - Provide impartial assessment of the recommendations of statutory and non-statutory conservation organisations in relation to planning applications and other planning documents.
 - Provide input to the local plans and other forward/strategic planning.
 - Undertake ecological assessments of hedgerows for which a removal notice has been submitted, to ensure compliance with the Hedgerow Regulations 1997.
 - Provide general advice on biodiversity issues.
 - Provide training for development management staff and planning committees.
 - Deliver the County Council's ecological input to strategies, plans, major development proposals and consultations.

- Provide ecological advice to various KCC departments, providing scrutiny of, and advice on, ecological surveys to ensure compliance with biodiversity and protected species legislation, policy and best practice. To provide training, where required, for KCC staff and members on biodiversity.
- Provide support, under the direction of the team manager, in other tasks necessary to the functioning of the Natural Environment and Coast Team.

Footnote: This job description is provided to assist the job holder to know what his/her main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

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Person Specification: *Biodiversity Officer*

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	Criteria
Qualifications	<p>Relevant professional qualification to degree level.</p> <p>Membership of Chartered Institute of Ecology and Environmental Management (CIEEM) (or ability to meet eligibility criteria and willingness to gain accreditation)</p>
Experience	<p>Experience in a relevant field demonstrating an excellent understanding of ecological issues, including protected species.</p> <p>Demonstrable experience of undertaking or reviewing habitat and species surveys and ecological impact assessments.</p> <p>Experience of using the Biodiversity Net Gain Metric</p> <p>Experience of the planning system.</p>
Skills And Abilities	<p>Strong collaborative and influencing skills.</p> <p>Ability to provide clear and coherent advice and defend that advice when necessary.</p> <p>Ability to understand and analyse information from a wide range of disciplines, with good attention to detail.</p> <p>Excellent verbal and written skills, demonstrating an ability to clearly communicate biodiversity matters to different audiences and an aptitude for producing project reports.</p> <p>Organised and methodical approach to work.</p> <p>Able to confidently use GIS.</p> <p>Demonstrated ability to work both independently and as an effective team member.</p>
Knowledge	<p>A detailed knowledge of habitats, protected species and wider biodiversity issues.</p> <p>A detailed knowledge of habitat and protected species survey requirements and an understanding of the tools and techniques for assessing development impact.</p> <p>A practical knowledge of Biodiversity Net Gain</p> <p>A detailed knowledge of the relevant legislation and policy required to provide good quality ecological advice.</p>

	<p>Knowledge and understanding of development management and strategic/forward planning.</p>
<p>Kent Values And Cultural Attributes</p>	<p>Kent Values:</p> <ul style="list-style-type: none"> • We are brave. We do the right thing, we accept and offer challenge • We are curious to innovate and improve • We are compassionate, understanding and respectful to all • We are strong together by sharing knowledge • We are all responsible for the difference we make <p>Our values enable us to build a culture that is:</p> <p>Flexible/agile - willing to take (calculated) risks and want people that are flexible and agile</p> <p>Curious - constantly learning and evolving</p> <p>Compassionate and Inclusive - compassionate, understanding and respectful to all</p> <p>Working Together - building and delivering for the best interests of Kent</p> <p>Empowering - Our people take accountability for their decisions and actions</p> <p>Externally Focused - Residents, families and communities at the heart of decision making</p>