



Job Description	
Job title:	Ecologist
Team/Section:	Clerk's Department
Location:	Middle Level Office, March, Cambridgeshire with field work covering the Cambridgeshire and Norfolk Fens
Responsible to:	Ecology and Environment Services Manager
Hours:	37 hours per week Some unsocial hours or weekend work may occasionally be necessary including for emergency responses.
Grade/Salary:	£33,012 to £38,172 (Spine Points 14 – 18 Dependent upon experience)
Benefits	• Annual leave allowance starting at 25 days • Flexible working policy including TOIL • Nest pension with employer contribution • BHN Extras portal with cycle to work and shopping discounts
Employer:	Middle Level Commissioners

About us
The Middle Level Commissioners (MLC) have been proudly managing water levels across the Cambridgeshire and Norfolk Fens since 1862. The Middle Level catchment covers an area of 701km², the majority of which lies below mean sea level. The Middle Level system infrastructure of pumping stations, 193km of channels, embankments and a flood storage reservoir protect approximately 23,689 residential properties, 2,652 commercial properties and 479km² of some of the most productive agricultural land in the UK from permanent inundation. We provide environmental and ecological advice, guidance and consultancy to 26 other Internal Drainage Boards (IDBs) in the Middle Level area. IDB channels provide a vital refuge and arterial network for nature in this intensively cultivated and increasingly developed Fenland landscape. IDBs have a complex range of often conflicting duties and powers to manage these channels for all that rely on them, but prioritise the support of nature through their adapted and enhanced management regimes to maximise biodiversity. Together the integrated MLC and IDB system supports and connects some of the most valuable designated wetlands in the UK and is a stronghold for many protected, rare and threatened species. Many IDB channels are county wildlife sites themselves, a testament to how supportive IDB activities are to maintaining thriving wildlife communities. All IDBs have a biodiversity action plan (BAP) which identifies the valuable habitats and species that can be found within its district and defines the actions the IDB will take to conserve and enhance them. The BAPs are key to the delivery of the many objectives of the Local Nature Recovery Strategies (LNRS).



IDBs are influential in their local areas and those wishing to work or develop in or around IDB catchments must apply for consent from the IDB, even if they do not require planning permission, or they have already been granted planning permission. This ensures that planned works are compliant with a wide range of environmental laws and are delivered in harmony with the priorities and objectives of the IDB, which include the requirement to enhance biodiversity as well as conserve it. The Ecology Department is responsible for assessing and advising on these aspects of consent applications, so there is much opportunity to drive positive outcomes for biodiversity.

Role and Responsibilities

The role of Ecologist at MLC provides an attractive mix of practical and office-based duties. The right candidate will need to draw upon their experience of undertaking ecological appraisals of consent/planning applications, protected species and habitat surveys, mitigation and enhancement design and have strong ecological report writing skills. The Ecologist will work with the Ecology and Environment Services Manager to ensure that the MLC's statutory environmental duties are met and exceeded, IDB ecological consultancy service packages are delivered, and to embed environmental and ecological best practice into all operations.

Generic Responsibilities will include, but not be limited to:

- Ecological appraisal of consent (planning) applications, providing direction to applicants to ensure compliance and secure environmental enhancement.
- Support of WaterLife Recovery East's water vole recovery and mink control project.
- Ecological survey and appraisal of non-routine and capital flood risk management works.
- Conduct protected species surveys including water vole, otter, badger, bats, birds, GCN and reptiles.
- Contribute to, or produce, high-quality ecological reports including survey reports, management plans, EclAs, HRAs and SSSI assents.
- Ensure compliance with and administer IDB Class Licences for badgers and water voles.
- Devise and undertake ecological toolbox talks and Ecological Clerk of Works responsibilities.
- Practically participate in, and promote, the control of non-native species.
- Support the monitoring and maintenance of IDB-installed barn owl boxes.
- Respond to enquiries from the public regarding environmental matters.
- Attend to a nationally important eel pass and collect eel biometrics and trend data.
- Investigate reports of water pollution and liaise with the Environment Agency for resolution.
- Collate and submit data to Environmental Records Centres.
- Maintain and strengthen links to, and work with, local and national environmental organisations and stakeholders.
- Promote the environmental work, achievements and aspirations of the MLC and IDBs to outside organisations, government bodies and the general public.
- Write and submit relevant articles to be published in the industry publication, the ADA Gazette.
- Respond to national consultations on relevant environmental policy.
- Identify funding sources for environmental initiatives and apply for funding.
- Encourage an understanding and appreciation of the natural Fenland environment and the positive role that IDBs play in maintaining it.



Person Specification	
Essential	Desirable
• Degree or equivalent in ecology or a relevant environment discipline. • Strong and thorough understanding of wildlife and environment legislation, regulation and policy. • Strong ecological report writing and presentation skills. • Minimum 5 years working in ecology. • Thorough understanding of planning legislation in relation to wildlife and habitat protection and appropriate mitigation measures that may be applied including BNG. • Competent in undertaking a range of protected species surveys, habitat surveys, condition assessments, designing mitigations, management plans and enhancements. • Knowledge and experience of managing wetland and riparian species and their habitat requirements, threats and legal protection. • Confident working on your own initiative. • IT literate with competency in GIS. • Team player. • Task focussed – strong time manager and deadline achiever. • Clear and confident communicator – in writing and verbally. • Proven ability to build and sustain stakeholder relationships. • Experience in managing and monitoring service delivery and driving continuous improvement. • Attention to detail. • Record keeping. • Full UK driving licence.	• Hold or be working towards a relevant professional membership i.e. CIEEM or similar. • Knowledge of flood and coastal risk management and the work and responsibilities of IDBs. • Knowledge of BNG habitat condition assessments, enhancement design and use of the BNG metric. • Protected species licence(s) holder and/or botanical expertise. • Off road driving and use of 4x4 vehicles. • Understanding of agriculture, farmland ecology and environmental stewardship.

Declaration and acknowledgement

I confirm that, as of the date stated below, the information in this job description is accurate and reflects the requirement of the role. Please note the details of the job description should be updated should substantive changes to the role occur or be proposed.

Line Manager:	Sofi Lloyd
Position:	Ecology and Environment Services Manager
Date:	August 2026: Version 1