



Tees Valley
Wildlife Trust



Ecologist

Salary: £32,056 pa / Full-time

Deadline for applications is midnight on Sunday the 21st June 2026.



About Tees Valley Wildlife Trust

Tees Valley Wildlife Trust began as a grassroots movement founded by dedicated local volunteers, and has grown into the region's leading organisation for wildlife conservation. Today, our work plays a vital role in tackling the nature and climate crises while highlighting the essential value that nature brings to people and communities.

Those who join us will become part of a passionate, skilled, and supportive team. We recognise that meeting the challenges facing wildlife requires committed, capable individuals—and we are dedicated to helping our staff develop and thrive. Our reputation as a regional leader in environmental land management, conservation, and rewilding is built entirely on the strength and dedication of our people.

The Trust owns or manages more than 230 hectares across 14 nature reserves, stretching from Hartlepool in the north to edges of North York Moors in the south. These sites provide crucial refuges for wildlife while remaining open for everyone to enjoy. Governance is provided by a knowledgeable and diverse Board of Trustees, and our work is strengthened by the invaluable contributions of over 50 regular volunteers. Partnership is central to our approach, and we collaborate with local authorities, government agencies, businesses, and specialist environmental charities to deliver large-scale improvements for habitats and species recovery on both land and sea.



Ecologist

We are seeking an Ecologist with a strong commitment to nature recovery to join Tees Valley Wildlife Trust, playing a critical role in leading species recovery initiatives and steering habitat management across our reserves to create lasting benefits for wildlife. This is an exciting opportunity to shape and deliver impactful conservation work across the Tees Valley, working to restore priority species, enhance habitats and ensure our land management supports thriving, resilient ecosystems.

About the Role

As part of our conservation team, you will provide ecological expertise and leadership, helping to design and implement species recovery programmes while guiding practical habitat management across a diverse portfolio of sites. You will work collaboratively with colleagues, partners and volunteers to ensure our reserves are managed to the highest standard, balancing evidence-led conservation with innovation and adaptive management.

This role is ideal for someone who combines strong ecological knowledge with a hands-on, solution-focused approach, and who is motivated by the opportunity to make a meaningful difference for wildlife and people across the Tees Valley.

Key Responsibilities

1. Monitoring, Surveying and Reporting

- Lead ecological monitoring and survey work across: Tees Valley Wildlife Trust's nature reserves, Local Wildlife Sites, Partner-owned and managed natural assets
- Design, coordinate and implement habitat and species surveys in line with best practice.
- Oversee volunteer survey programmes, ensuring consistency, quality and safe delivery.
- Manage ecological data collection, quality control and reporting to inform management decisions and funding bids.
- Produce clear, robust ecological reports for internal use and external stakeholders.

2. Ecological Opportunity Mapping

- Lead on ecological opportunity mapping across the Tees Valley.
- Deliver a focused programme of coastal seabird opportunity mapping within the first year, identifying constraints, risks and enhancement opportunities.
- Work closely with specialist interest groups, organisational partners and statutory bodies to gather, interpret and apply ecological data.
- Collaborate with the GIS Technician to lead on the collection, management and analysis of spatial ecological data.

3. Planning, BNG and Advisory Support

- Provide ecological input, guidance and review in relation to Biodiversity Net Gain (BNG) within local authority planning processes by reviewing external reports.
- Support local authorities and partners with ecological evidence, interpretation and best practice advice.
- Contribute to consultations and policy responses where appropriate.

4. Partnership and Project Development

- Work with a wide range of stakeholders across the region, including local authorities, NGOs, landowners, community groups and specialist networks.
- Identify ecological threats and opportunities affecting the Tees Valley's natural assets.
- Work with the wider Trust team to develop capital works and landscape-scale projects, informed by sound ecological evidence.
- Contribute to funding applications by providing ecological rationale, data and impact assessment.

Ecologist

What it's like to work for us

Working for Tees Valley Wildlife Trust means being part of a passionate, supportive and purpose-driven team dedicated to restoring nature at scale. You'll be working in some of the region's most important habitats, with the opportunity to shape real conservation outcomes and see the difference your work makes on the ground. We foster a collaborative and flexible working environment, where expertise is valued, new ideas are welcomed, and staff are encouraged to grow and develop. Above all, you'll be joining an organisation that is ambitious for wildlife and communities, and committed to creating a wilder, more resilient Tees Valley for the future.



What a typical day look like

No two days in this role are the same for an Ecologist at Tees Valley Wildlife Trust. You might start the morning out on site overseeing newt pond creation work or carrying out species surveys at one of our reserves, before heading back to the office to review data, update management plans or develop a funding proposal. Your day could involve meeting with colleagues, partners or land managers to plan survey activity at a site or landscape scale, followed by time supporting volunteers or advising partners on protected species and ecological best practice. Throughout, you'll balance practical fieldwork with strategic thinking, ensuring our work delivers meaningful, lasting outcomes for wildlife across the Tees Valley.

Why we need the role

This is a key ecological role focusing on monitoring, surveying and reporting, ecological opportunity mapping, local planning and Biodiversity Net Gain (BNG) support. The postholder will play a central role in understanding the condition of the Tees Valley's natural assets, identifying opportunities for enhancement, and shaping future conservation and capital works projects.

A specific priority in the first year of the role will be leading on coastal seabird ecological opportunity mapping, working closely with partners and specialist groups.



Ecologist

Personal Specification

Criteria	Essential	Desirable
Qualifications & Memberships	Degree (or equivalent) in Ecology, Environmental Science or a related discipline	—
	Membership of a relevant professional body (e.g. CIEEM)	—
Knowledge & Expertise	Strong understanding of UK habitats, species and conservation priorities	Interest in coastal and/or seabird ecology
	Good knowledge of key environmental legislation and policy	Understanding of Habitat Regulations Assessments
	Knowledge of planning processes and Biodiversity Net Gain principles	—
	Understanding of digital data collection tools (e.g. Coreo, Fieldmaps, Survey123)	—
Experience	Proven experience of ecological survey, monitoring and reporting, with at least 3 years' field experience	Experience supporting or advising local authorities
	Experience working with ecological data and supporting GIS-based analysis	Experience of developing or contributing to funded conservation projects
	Confident use of GIS systems and spatial datasets	—
Skills & Abilities	Ability to engage effectively with volunteers, partners and stakeholder groups	—
	Excellent written and verbal communication skills (solution-focused and proactive)	—
	Clear, accurate report-writing skills, including Preliminary Ecological Appraisals, management plans, Ecological Impact Assessments and Biodiversity Net Gain reports	—
Licences & Other Requirements	Full UK driving licence	Protected species licences (e.g. bats, great crested newts)

Role Description

Position Title	Ecologist
Team	Conservation Team
Remuneration	£ 32,056 pa /28 day holiday, +public hols
Hours and Term	Full time / 37.5 hours per week. Mon-Fri, 9am - 5pm*
Place of work	Based out of Margrove Heritage Centre
Reporting To	Chief Executive Officer
Key Accountability	Ecological consultant, data collection and management activity, field surveys
Role Purpose	To provide ecological expertise, internally and externally, leading on field work & data collection, working with stakeholder & partners. Supporting species recover and habitat improvements

*The normal working hours for this role are: Monday to Friday, 9am-5pm. However, subject to requirements, occasional early mornings and evenings may be required for wildlife survey work, such as early morning bird surveys, or evening bat surveys.

We offer a flexible working from home arrangement of 1 day per week, offered for remote working.

How to Apply

Download the application form from www.teeswildlife.org and submit the completed form to info@teeswildlife.org. Deadline for applications is midnight on **Sunday the 21st June 2026**.

Interviews will be held in person on Friday 3rd July 2026, at the Tees Valley Wildlife Trust office. For more information, please contact the CEO, Tom Harman at tharman@teeswildlife.org or call Tom on 01287 636382.

