

Job Description



**Scottish
Wildlife
Trust**

Title	Ecologist
Contract length	Full time (35 hours per week); Fixed term to Feb 2027
Based	Inverbroom Estate (nr Ullapool)
Dept/Region	Conservation
Line Manager	Senior Ecologist

Our Mission

For over 60 years, the Scottish Wildlife Trust has worked with its members, partners and supporters in pursuit of its vision of healthy, resilient ecosystems across Scotland's land and seas. The Trust successfully champions the cause of wildlife through policy and campaigning work, demonstrates best practice through practical conservation and innovative partnerships, and inspires people to take positive action through its education and engagement activities. The Trust manages a network of over 100 wildlife reserves across Scotland and is a member of the UK-wide Wildlife Trusts movement.

Our Values

- We are pioneers
- We are always learning
- We act with integrity
- We are evidence-based
- We are impact focused
- We are collaborative

Overall Purpose of the Role

In April 2025, Inverbroom Estate became Scottish Wildlife Trust's newest and largest wildlife reserve.

Scottish Wildlife Trust has a long-term vision to evolve Inverbroom Estate into a thriving wildlife reserve in which local communities enjoy living and working in a landscape of healthy uplands, mature native woodlands, revived rivers and species-rich grasslands.

We will work with partners to ensure the benefits of nature-positive land management flow beyond the reserve across the wider landscape and serve as an example of how people and wildlife can prosper together.

This vision will be facilitated by employment of an externally funded Inverbroom 5/50 project team.

This fixed term Ecologist post will undertake surveys and oversee survey contracts and volunteer specialists to establish an ecological baseline across Scottish Wildlife Trust's newest and largest Reserve.

Main Objectives

1. Oversee contracted habitat surveys including National Vegetation Classification (NVC) surveys across the Reserve.
2. Undertake habitat condition assessment surveys and woodland Herbivore Impact Assessments (HIAs). Oversee contracted dwarf shrub heath and blanket bog HIAs.
3. Undertake protected species surveys, including but not limited to otter, water vole, red squirrel, pine marten, badger and bat surveys.
4. Undertake breeding bird surveys, including upland wader surveys.
5. Oversee contracted ecological river surveys.
6. Undertake Invasive Non-Native Species surveys, including plants and mammals.
7. Coordinate specialist volunteer surveys (e.g. bryophytes, lichens, invertebrates).
8. Work with the Knowledge and Evidence Team to ensure all data collection, analysis and storage follows standardised methodologies.
9. Work with the Senior Ecologist and wider Conservation team to ensure findings inform habitat and species management decisions.
10. Produce and collate high quality survey result summaries and reports.
11. Work with the Inverbroom and wider North Reserves team to support the development of citizen science and volunteer opportunities.

Key Internal & External Contacts

- Senior Ecologist - Habitats
- Inverbroom Estate team
- Reserves Manager North & Reserve Project Officer North
- Knowledge and Evidence Officer
- Head of Reserves, Head of Major Projects, Reserves Managers, NW Operations Manager, Reserve Project Officers, Rangers
- Trust staff & volunteers
- Trust IT and information management staff

Qualifications, Experience (essential/desirable)

Qualifications (or matched experience):

- Degree level qualification in ecology or equivalent experience (Essential)
- Member of professional body – e.g. CIEEM (Desirable)

Experience

- At least 3 years' experience in a similar role (Essential)
- Significant experience in ecological surveys/monitoring, ideally including habitats, birds and protected mammals (Essential)
- Significant experience of preparation of reports and presentation of key results (Essential)

Knowledge & Skills

- Comprehensive knowledge of Scottish habitats and species (Essential)
- Good plant identification skills (Essential)
- Knowledge of data management techniques for ecological survey data (Essential)
- Competent in Microsoft Office 365, particularly Word, Excel, SharePoint and Teams (Essential)
- Good knowledge of the application of ecological data and evidence in practical land management (Desirable)
- Good bird identification skills, including waders and raptors (Desirable)
- Skills in GIS, ideally the ArcGIS Online suite including Field Maps, Survey123, Dashboards, Experience Builder (Desirable)

Key competencies	Essential	Desirable
Technology and knowledge (IT)	Competent in Microsoft Office 365 applications (Word, Excel, SharePoint, Teams).	GIS skills, especially the ArcGIS Online suite including Field Maps, Survey123, Dashboards, Experience Builder.
Organisation and planning	Ability to manage own schedule and workload, as well as overseeing/managing the work of contractors. Ability to work independently with limited supervision, including fieldwork in remote locations.	
Communication (writing/spoken)	Excellent verbal and written communication skills, with experience of writing reports for various audiences.	Ability to share ecological stories effectively.
Problem Solving	Methodical and excellent attention to detail - scientific approach to data and evidence.	
Judgement	Ability to make sound decisions, identifying and escalating matters of significance. Awareness of health and safety.	Experience of preparing risk assessments.
Teamwork	Strong interpersonal skills. Ability to work as part of a small team, as part of the wider Trust staff and with a wide range of stakeholders.	
Commitment to organisational culture, values and vision	Must be committed to underpinning the Trust's culture, value and vision through commitment to delivering requirements of the role.	

Additional Requirements	Essential	Desirable	Not applicable
Right to work in the UK	X		
Full Driving Licence	X		
Certification which the postholder will be required to undertake and secure:			
Protection of Vulnerable Groups membership	X		
First Aid Certificate	X		

Author	John McTague – Senior Ecologist		05/09/2025
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