



Research Officer

Grade: 7

Directorate: Conservation

Location: based at a WWT Centre with ability to work from home for part of the week.

Reporting to: Principal Research Officer, Wetland Science

Main function of post: To deliver science to inform the conservation of wetland nature.

Supervisory responsibilities: Volunteers

Main duties of the post

1. To deliver scientific data collection, management and reporting agreed under the WWT Programmes and projects
2. To play a role in ensuring that WWT scientific outputs have maximum impact, for the benefit of wetland conservation and WWT, by supporting their communication to scientific audiences, staff of other WWT departments, WWT supporters and the wider public.
3. To support the successful development of the Conservation Evidence Department by:
 - Participating pro-actively in the sharing of ideas, skills and working practices
 - Building collaborations with academia, NGO's and government agencies in the UK and overseas, and representing WWT on appropriate national/international research and conservation fora where this meets WWT objectives
4. To actively maintain existing and develop new scientific skills, and stay abreast of relevant scientific developments.
5. Participate as a technical expert in project teams as requested, including supporting decision-making by the Project Manager and delivery of project communications
6. To support the conservation and engagement work of WWT more widely, by responding in timely fashion to requests for input to casework, conservation policy, and engagement with members and supporters.
7. To provide leadership to all volunteers and research students within the team, enabling every team member's contribution to be maximised by ensuring that the appropriate levels of direction and support are provided through professional line management in line with WWT's people frameworks.
8. To work alongside volunteers encouraging, developing and supporting them in their work for WWT, ensuring that they have a positive volunteering experience.
9. To be responsible for working within the WWT health and safety policy and guidelines ensuring that the health, safety and wellbeing of yourself and others is an integral part of how you work

10. To engage with the WWT Sustainability Statement being aware of negative environmental impacts and incorporating sustainable ways of working within your role.
11. To interact with our visitors and supporters in a positive way, shaping unforgettable experiences and helping them understand and connect to wetlands.

In addition to the duties and responsibilities listed, the post holder is required to perform any other reasonable duties that may be assigned by the supervisor shown above, from time to time.

Date raised: June 2022

Amended:

Person Specification

1. Qualifications

Essential:

- Degree or equivalent experience in a relevant subject
- Current driving licence and passport
- Specialist skills in GIS, and/or landscape ecology/assessment and/or earth observation/remote sensing

Desirable:

- Postgraduate qualification in a relevant subject

2. Experience

Essential:

- Experienced user of GIS (ArcGIS and/or QGIS): ability to work with a wide range of spatial analysis, geoprocessing and raster processing tools to manipulate, condense and combine data layers
- Experience of data quality control and use of metadata
- Experience of producing cartographic outputs
- Demonstrable experience of using GIS to address conservation issues/aid conservation planning
- Knowledge of remote-sensing applications in landscape ecology and conservation
- Experience and current knowledge of national and international conservation issues, especially as they relate to wetlands
- Understanding of experimental design and sound scientific methods
- Substantial skills in relevant scientific data gathering and management methods
- Experience of writing scientific reports for a range of audiences

Desirable:

- Experience of using satellite remote-sensing in ecology/conservation projects
- Experience of automating GIS processes e.g. using R, Python scripting/Modelbuilder
- Experience of using PostGIS
- Knowledge of online mapping software
- Experience of using hydrology tools in GIS

3. Managerial & Supervisory

Essential:

- Ability to manage staff, volunteers and students, including those that are out-posted

Type of staff	Number managed	Number supervised
Employed Staff	1	0

Volunteers / Casual Workers	0 - 4	0 - 4
Contractors	0	0

4. Responsibility

Essential:

- Ability to work independently and with professional competence
- Considerable autonomy over day-to-day work-programme with good time-management skills
- Ability to support the implementation of national and international conservation projects
- To be responsible for the delivery of scientific data collection, management and reporting in a rigorous and timely fashion
- Ability to manage equipment and resources efficiently
- To be responsible for providing technical expertise as part of project teams
- Knowledge of GDPR
- Ability to follow COSHH, health and safety and other regulatory procedures
- Excellent data organization and management skills

Levels of Responsibility:

Type of Responsibility	Level (£'s)
Expenditure (sign off level)	Up to £1,000
Project Size (normally managed)	Small
Cash Handling	£500
Assets (required for job, exc. buildings)	£10,000
Visitors (per annum)	N/A

5. Creative Ability

Essential:

- A problem-solver, able to independently and proactively find solutions to issues and challenges that arise in WWT projects
- Ability to independently develop GIS workflows required for WWT projects
- An ability and resilience to work under pressure and adapt to rapidly changing circumstances
- Ability to deliver agreed priorities, independent of day-to-day supervision and sometimes away from HQ

6. Contact

Essential:

- Ability to collaborate with and influence external stakeholders whose support is important for project delivery
- Ability to work closely with Project Managers and Sponsors for WWT's conservation projects, ensuring effective delivery
- Ability to maintain close and effective communication with colleagues working in other parts of the country, in particular seeking advice in timely fashion
- Excellent communication and media skills – verbally, visually and in writing