

Post: Senior Research Officer (species recovery)

Grade:8

Directorate: Conservation

Location: HQ (Slimbridge) with periods out posted to WWT Welney

Reporting to: Geoff Hilton, Head of Conservation Science

Main function of post: Working within the Conservation Science Department, you will be responsible for the delivery of research initiatives in support of our UK-based translocation projects and programmes, primarily by designing and undertaking a variety of research projects. You will translate research findings for a variety of audiences, ensuring that research findings are used to improve the management and implementation of our translocation projects and programmes. You will contribute to WWT's evidence base on translocation science, helping to ensure the continued improvement and advancement of WWT's translocation methods and processes and the development of our work in this field.

Supervisory responsibilities: contract staff, volunteers and students

Hours worked: 37.5 hours per week with considerable flexibility required during fieldwork periods

Working pattern: five days out of seven, including weekends and bank holidays as necessary during fieldwork periods

Main duties of the post

- To support the Head of Conservation Science in co-ordinating the implementation of WWT's scientific support for our UK-based translocation programmes.
 - To work with the Head of Conservation Science to identify, scope and prioritise research requirements for our UK-based translocation programmes, and develop the associated proposals, plans and funding applications as required.
 - To design, undertake and report research projects to inform WWT translocation programmes. This will involve, for example:
 - Undertaking scoping literature reviews;

- Undertaking and supervising ecological fieldwork, including behavioural observation and nest monitoring;
 - Analysis of data including mark-recapture analysis and population modelling;
 - Writing up findings for publication in the scientific literature as well as for reporting to project teams, funders, partners and other external stakeholders.
- o To liaise with, advise and support translocation project teams over research design (for instance data collection requirements and methods), data storage and management, data analysis and reporting.
 - o To take responsibility for day-to-day management of research projects. Duties to include managing teams of volunteers and students, managing budgets, identifying and managing risks, procuring equipment, keeping project teams informed, providing progress reports as required, and ensuring all research is conducted to a high standard.
 - o To assist in the dissemination of research findings for non-specialist audiences, for example by liaising with the media team over press coverage, preparing summaries of research for internal and external use, developing posters for display at conferences, and liaising with external stakeholders as required.
- To keep a watching brief, in collaboration with members of the Conservation Action Department, on relevant evidence and research publications on translocation produced by external organisations (e.g. other conservation organisations, academic institutions, the IUCN Re-introduction Specialist Group, etc.) and to provide summaries and analysis as required.
 - To assist with producing a scoping review, in collaboration with members of the Conservation Action Department, on where translocation could be used to benefit wetland species in the UK at local, regional and national levels, in the context of the WWT Strategy.
 - To undertake cross-cutting analyses of WWT's translocation projects as well as relevant external projects and publications to support the continued improvement and advancement of WWT's translocation methods and processes, and the preparation of discussion and review papers on the use of translocation as a conservation tool for wetland species.

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: 26th September 2017

Amended:

Person Specification

1. Qualifications

Essential:

- PhD in a relevant discipline or equivalent experience
- First degree in a relevant discipline

Desirable:

- Bird ringing license

2. Experience

Essential:

- Design and implementation of ecological fieldwork, including observation and interventions with wild bird populations, use of relevant equipment and techniques
- Using modern statistical techniques and software to analyse ecological data
- Analysis of population biology data-sets, e.g. survival analysis, matrix population models
- Publishing scientific papers in international peer-reviewed journals
- Presentation of scientific findings in popular and scientific forums
- Participation in multi-agency, on-the-ground biodiversity conservation projects

Desirable

- Involvement in wildlife translocation programmes
- Working with or for UK biodiversity conservation organisations
- Involvement in wildlife telemetry
- Handling wild birds

3. Managerial & Supervisory

Essential

- Supervise the collection of scientific data by e.g. research assistants, volunteers, students and non-scientific staff of WWT

Type of staff	Number managed	Number supervised
Employed Staff	0	Up to 3
Volunteers / Casual Workers	0	Up to 3
Contractors	n/a	n/a

4. Responsibility

Essential:

Project manage research projects in support of wider conservation programmes, including:

- With support from colleagues, acquiring research funding by identification of potential donors, project design and proposal writing
- Managing budgets, from project design to reporting to external donors
- Maintenance of appropriate records
- Partner liaison
- Supervision of scientific data gathering by colleagues, volunteers and students

Levels of Responsibility:

Type of Responsibility	Level (£'s)
Expenditure (exc. payroll)	
Cash Handling	
Assets (required for job, exc. buildings)	
Visitors (per annum)	

5. Creative Ability

Essential:

- Design research programmes, with input from members of the Conservation Science team and other members of the Conservation Directorate
- Implement an agreed research programme independently in the field and office with infrequent supervision
- Independently overcome technical and practical problems in the collection and analysis of scientific data on animals and habitats
- Innovative and imaginative scientific and conservation thinker capable of developing and implementing new project concepts

6. Contact

Essential:

- Maintain effective relationships with partners and donor organisations in multi-agency conservation projects
- Maintain effective relationships with WWT colleagues in other departments to deliver complex conservation programmes

- Effective communication and networking with peers including academic researchers, government agencies and other NGO's

Desirable:

- Effective communication with non-specialist audiences, through talks, media work, etc
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General Notes

During the fieldwork season (usually March to August), this position will require working on weekends and bank holidays, and working outside of normal hours. Considerable flexibility will be required during the fieldwork season.

As translocation activities often take place away from WWT Slimbridge, the position will require substantial periods of time based elsewhere in the UK.