

## Person specification

### Senior Landscape and Ecology Officer

### Band 7

Criteria	Attributes	Method of assessment
<b>Knowledge</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>Understanding of legislation, regulations and guidance associated with the Environment Act relating to the enhanced biodiversity duty, biodiversity net gain and local nature recovery strategies</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>knowledge of the planning system in advising on planning applications related to the impact on ecology and landscape</li> </ul>	Application and interview
<b>Experience</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>Experience of successful management and/or supervision of staff including target setting, performance monitoring, appraisal, development and motivation</li> <li>Be a practising ecologist, with significant experience in delivering landscape and ecology advice across the planning process on behalf of a Local Planning Authority</li> <li>Proven and well-established post qualification experience</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>A proven track record of managing a professional frontline service</li> <li>Local Government experience</li> </ul>	Application and interview

	<ul style="list-style-type: none"> <li>• Experience in negotiating with developers / applicants on development proposals</li> </ul>	
<b>Skills and abilities</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Ability to lead, manage, empower and motivate employees</li> <li>• Ability to work on own initiative, planning and monitoring progress of workload and meeting deadlines</li> <li>• Ability to develop service and project work programmes and delegate actions to achieve performance targets</li> <li>• Ability to manage budgets and meet financial efficiencies</li> <li>• Ability to establish effective work and communicative relationship in government, professional and other organisations as well as elected members</li> <li>• High level of communication skill and interpersonal ability</li> <li>• Ability to present complex technical issues in a simple and easy to understand way for internal and external audiences</li> <li>• Tenacity and resilience, for example challenging existing ways of doing things and raising performance and standards</li> <li>• Creativity and imagination in seeing new approaches, 'painting' the vision, overcoming obstacles and showing that ambitious goals can be achieved</li> <li>• The ability to write detailed and effective reports, business documents and correspondence</li> </ul>	Application, interview and test

	<ul style="list-style-type: none"> <li>• Confident and effective presentational skills</li> <li>• Competent in the use of IT</li> <li>• Able to solve problems, prioritise workloads and provide support to colleagues</li> </ul>	
<b>Qualifications</b>	<p><b>Essential</b></p> <ul style="list-style-type: none"> <li>• Appropriate professional qualification in ecology, landscape or related subject along with full membership of a related profession institute/organisation e.g. Ecology and Environmental Management (IEEM)</li> </ul> <p><b>Desirable</b></p> <ul style="list-style-type: none"> <li>• A relevant leadership/management qualification</li> </ul>	Documentary evidence

**Date: September 2025**