

Designation:	Senior Biodiversity Officer
Grade:	Stroud 6
Responsible to:	Majors and Environment Manager
Service Area:	Planning (Development Management)
Post Number:	

ESSENTIAL CRITERIA

QUALIFICATIONS

- Honours degree or equivalent in relevant subject.
- 5 GCSEs grade 9-4 (previously A-C) including Mathematics and English, or equivalent
- 2 A-Levels or equivalent
- Membership of Institute of Ecology and Environmental Management (or eligible for membership).

EXPERIENCE

- Experience of dealing with biodiversity in the planning context
- Delivering quality advice in a timely manner to tight deadlines
- Supervision of colleagues

SKILLS & KNOWLEDGE

- Knowledge and understanding of all aspects of biodiversity in the planning context
- Up-to-date knowledge of biodiversity and planning legislation and related national and local policy
- Full understanding of biodiversity net gain and its implementation
- Demonstrable skills in the use of and application of ICT
- Excellent written and verbal communication skills
- Full Driving Licence

PERSONAL ATTRIBUTES

- Committed to providing excellent customer service
- Ability to prioritise work, act on own initiative and meet tight deadlines
- A can-do helpful attitude
- Ability to manage own time and work under own initiative
- Supervisory experience in the workplace

OTHER

- Committed to working for an employer that values diversity and equality of opportunity
- Committed to the council's values and behaviours
- Willing to attend evening meetings

DESIRABLE CRITERIA

QUALIFICATIONS

- Membership of Association of Local Government Ecologists

EXPERIENCE

- Experience of working for a local planning authority
- Experience of speaking to large groups
- Experience of appearing at committee and appeals

SKILLS & KNOWLEDGE

- Knowledge of Uniform IT system
- Knowledge of MS Office, Word, Outlook, and Excel

CORE COMPETENCIES

Working Together, Managing & Developing Staff

You will be able to work co-operatively with colleagues and partners to achieve results and develop good working relationships.

You will be able to demonstrate:

Investment in staff – providing the appropriate resources and opportunities for individual and team development to enhance performance, motivation and ability to change.

Appreciation – recognise the contributions of your team members and acknowledge this.

Manage diversity – treat individuals with respect and consideration.

Manage individual and team performance – Provide clear direction and feedback to maximise performance of your service.

Leadership – demonstrate confident leadership skills, setting goals and objectives for your team.

You will be able to motivate, inspire, encourage and support your team to do well.

Business & Financial Management

You will demonstrate commitment to the Council's vision and promote this within your team.

You will demonstrate a clear understanding of, and be focused on, effective financial control and management and achieve the best use of limited resources.

Managing Change

You will be able and willing to respond to new work challenges and adapt to new situations, keeping ahead of the business environment changes in order to remain effective, efficient and relevant.

Focus on Improvements/ Customer Focus

You will be able to demonstrate:

Excellent customer service – being responsive, focused on customer needs, operating professionally and with sensitivity.

Innovation and creativity – seeking the best way to deliver services, promoting innovation with the ability to learn and manage the risk to the service and Council.

Proficient Communication

You will be able to influence others through effective communication, managing to keep yourself and others informed.

Shape and Support the priorities of SDC

Demonstrate an understanding of, and commitment to, the Council and its services. You will be consistent, accountable and work with integrity.

Accountability

Take personal accountability for activities that impact the team, service and Council. Accept responsibility, demonstrating a positive, focused attitude.

In addition to the management competencies the employee competencies will also apply.