**Specialist Marine Ornithology July 2021**

**The Organisation**

We are the Government’s statutory advisor for the natural environment, playing a vital role in delivering the Government’s 25 Year Environment Plan. This describes an ambitious vision, bringing new opportunities to protect and enhance, and to achieve real outcomes for the environment.

At Natural England, we love what we do. We’re here to make sure people and nature can thrive. A healthy natural environment is fundamental to our wellbeing, prosperity and happiness – that’s why we collaborate with scientists, lawyers, project managers and experts to implement environmental policy and shape decisions.

We work with a wide range of partners, stakeholders and customers on a huge range of projects, from influencing construction, advising farmers and landowners how they can manage their land in a sustainable way for the benefit of the environment, gathering and analysing environmental data, and carrying out vital statutory duties. Across the country, we’re helping nature to support people and our planet.

We are focusing our efforts on six key programmes:

**Greener Farming and Fisheries**– supporting those who manage land and sea to operate in harmony with the environment

**Sustainable Development**– creating great places for people to live and work

**Connecting People with Nature**- promoting health and wellbeing through the great outdoors

**Resilient Landscapes and Seas**– protecting and restoring wildlife and natural beauty for future generations

**Specialist Science and Evidence** - an evidence-led organisation that is driven by science

**Managing the Organisation** – gathering business data to enable decision making

**The Team**

**The Specialist Services and Programmes (SSP) Team**, part of the Chief Scientists Directorate, lead on the development and application of natural, economic and social science and evidence to underpin and enable the achievement of environmental outcomes both within Natural England and externally.

**Job description**

It is an exciting time to join Natural England’s team of marine ornithologists following the launch of [Natural England’s Approach to Offshore Wind](http://publications.naturalengland.org.uk/publication/5400620875120640) in June 2021.

Offshore wind expansion is a cornerstone of the strategy to meet the UK’s Net Zero targets and the role of our marine ornithologists’ is to work with industry and government to facilitate the sustainable development of offshore windfarms whilst protecting nature and specifically our sea birds.

A challenging but rewarding role, working with internal and external colleagues advising on the impact of construction and infrastructure projects on birds. Whilst the main focus of the role is to provide advice in the offshore renewable energy sector, the role is varied and you will also be involved in providing advice relating to a broad range of activities in the marine environment. You will be involved in contributing towards Natural England’s evolving evidence led guidance, strategies and wider initiatives to overcome barriers for nature recovery.

Matt Stone, a Natural England Marine Ornithology Specialist says about the role: *“Our knowledge of seabirds and the complexities of the marine environment are rapidly evolving. Understanding the impacts our activities may be having on seabird populations in addition to those posed already by climate change is critical. In my role I have the chance to both grow our understanding of the pressures seabirds are facing and the opportunity to influence how we manage those changes to avoid or minimise potential impacts.*

*I work closely with a large team of specialists, sharing knowledge, evolving evidence and guidance and working collaboratively towards common goals. I liaise constantly with other teams and a wide range of advisors within Natural England to provide technical support and also with a broad range of organisations, including on occasion local ornithological groups to regular communication with a number of other government organisations, Statutory Nature Conservation Bodies, Non-Government Organisations and consultancies.*

*I feel hugely supported in my role and I am actively encouraged to continually learn and develop in a way that ensures that I can make an ever increasing and rewarding contribution towards conservation”.*

**Key tasks**

* Work closely with other Natural England ornithologists, Marine and Terrestrial, to ensure the provision of specialist ornithological advice is consistent, timely and effective
* Maintain an overview of the state of the relevant evidence base with particular reference to ornithological interests in the marine environment and potential impacts of activities on those interests
* Understand where ornithological evidence is strong, where issues are under contention and where we have little or no evidence
* Build, analyse and apply the evidence base to inform support and advise, identifying any risks associated with the evidence
* Utilise the evidence to help other bodies deliver their role and responsibilities including the Marine Management Organisation and Joint Nature Conservation Committee
* Proactively seek practical solutions and opportunities for bird conservation and environmental enhancement
* Build capability in the organisation, playing a lead role in internal networks to exchange information and ideas
* Prioritise monitoring and research for ornithology, managing projects (both internally and with partners) and follow procurement procedures when issuing contracts.

**Skills and knowledge**

* Preferably qualified to at least BSc level in an ecological discipline or can demonstrate equivalent experience
* Technical expertise in England’s birds. An understanding of conservation status and drivers of population change
* The ability to identify regularly occurring breeding and overwintering marine and coastal bird species in England
* Understand the strengths and weaknesses of commonly used survey and monitoring methods, experience with analysing and interpreting data generated by bird surveys
* A knowledge of how national and local sources of evidence contribute to the monitoring of birds
* Experience of providing evidence based ornithological advice (e.g. for planning proposals, protected sites)
* Have an understanding and experience of applying the general protection afforded to birds and bird habitats resulting from legislation
* Have an up-to-date knowledge of the marine and coastal protected sites network
* Knowledge and experience in literature searches, writing evidence reviews, be able to interpret, synthesise and summarise scientific papers, technical reports, etc
* Be effective in communicating (verbally and in written form) to multiple audiences
* Ability to use Microsoft Excel to at least intermediate level. Geographic Information experience desirable.

**How to apply**

We'll assess you against the competencies below during the selection process. When completing the application form you should present relevant examples using the STAR format. STAR stands for:

* **Situation**
* **Task**
* **Action**
* **Result**

Examples should be given in no more than 250 words for each competency. Please ensure you read the Candidate Information Pack before you begin completing the application form.

Competence 1

Detail

**Technical competency** (Practitioner)

Description

\*STAR format is not required for this competency\*  
  
o A good understanding of ornithological species and ecology, survey techniques and relevant data analysis. A good knowledge of the English status and broad population trends and influences on them for marine and coastal birds. A good understanding of marine and coastal ecosystems  
  
o Knowledge of the general protection afforded to birds and bird habitats resulting from national and EU legislation and accompanying regulations / statutory instruments (e.g. Wildlife and Countryside Act, Birds Directive, Habitats Regulations)  
  
o Demonstrates knowledge of using evidence to provide advice, which could include complex environmental data, particularly to inform operational delivery. You will have the ability to critically appraise this evidence, its strengths and weaknesses and the validity of conclusions which can be drawn from it  
  
o A good understanding of impacts to birds from human activity through the provision of evidence-based specialist ornithological advice

Competence 2

**Personal Effectiveness**

Description

o Be ambitious, identify and adopt ways to make improvements in your team and Natural England and inspire others to act (Practitioner)  
  
o Ensure the overall robustness, quality and impact of our evidence and analysis within your specialism (Practitioner)  
  
o Test and challenge others in a constructive and evidence-based way. providing scientific scrutiny, challenge and assurance to casework and other delivery that is practical and, where appropriate, cross-disciplinary (Practitioner)

Competence 3

**Putting people at the heart**

Description

o Build relationships and effective networks both externally and internally to bring in fresh perspectives, approaches and evidence to raise the profile of both your individual specialist work and that of Natural England (Practitioner)  
  
o Listen to and understand our diverse partners and customers so that you achieve the best outcomes for them and Natural England (Practitioner)

Competence 4

**Work delivery**

Description

o Manage and deliver your work to meet agreed targets and deadlines (Practitioner)  
  
o Handle data responsibly, understand your role in good governance, and comply with delegations, policies and procedures (Practitioner)

**Contact and additional information**

If you wish to discuss this role further please contact Fay Lutkin, email: fay.lutkin@naturalengland.org.uk, telephone: 0208 225 6951

**Additional Information**

Natural England staff are inclusive, motivated and ambitious to achieve results for our environment, for everyone. We welcome and encourage applications from all communities and we operate a guaranteed interview scheme for disabled applicants who meet the minimum requirements for the role.

Wherever possible Natural England accommodates requests for both full-time and part-time hours and other flexible working patterns to help employees achieve a good work/life balance and maintain their health and wellbeing.

From induction to ongoing learning and development, everyone in Natural England is supported to develop their skills and capabilities. Where appropriate there will be offers of training under our apprenticeship schemes.

National team roles can be done from any NE office. You can view a map of our office locations here: <https://www.gov.uk/government/publications/natural-england-office-locations>

See more about the work of Natural England at: [www.gov.uk/government/organisations/natural-england](https://www.gov.uk/government/organisations/natural-england)