Research Ecologist
Terrestrial Ecology Team
British Trust for Ornithology
BTO harnesses the skills and passion of birdwatchers to advance our understanding of ornithology and produce impartial science, communicated so that it can be of benefit to everyone.

OUR GOALS
BTO increases knowledge of birds and other wildlife, and their relationships with the environment and people, by:

- Enabling more people to learn about birds and science and grow through participation in environmental discovery.
- Delivering impartial, impactful and relevant science.
- Inspiring and empowering people with an understanding of birds and the importance of knowledge.

OUR PRIORITIES
We will reach our goals by:

- Providing more and better opportunities for people to contribute to our work.
- Monitoring the status of species, researching their ecology and understanding how they respond to change.
- Communicating great stories that bring to life the long-term data, information and knowledge that we hold.

OUR IMPACT
Our surveys, monitoring schemes and research programmes are designed by expert scientists to answer some of the most pressing questions affecting birds and their habitats. Because of our independence we are able to share our data, expertise and knowledge to inform decision-makers, educate the public and support conservation action. Our long-term datasets provide a measure of change and enable us to look for impacts and test solutions. Our vibrant volunteer network makes us highly effective and ensures that our work reflects the interests of those for whom birds and wildlife are important.

OUR FOUNDATIONS AND VALUES
The success of BTO is based on firm foundations that include: motivated and skilled staff and volunteers; a strong reputation; a robust business model and effective governance systems and processes.

We are:

- Inclusive and supportive
- Impartial
- Passionate
- Collaborative and open to new ideas

BTO is a Registered Charity Number 216652 (England & Wales), SC039193 (Scotland).
The postholder will be expected to report results to funders and to publish their findings in the scientific literature, as well as other forms of reporting such as Research Reports and websites.

The Terrestrial Ecology Team conducts a wide range of research using professional and volunteer fieldwork, and analyses of existing (long-term) datasets, to investigate the effects of land-management, land-use and policy on birds and other wildlife, and to study bird natural history. Particular habitats of interest are farmland, urban and woodland, with key research topics including agri-environment management, planning, supplementary feeding, migration and dispersal, ecosystem services, and impacts of environmental change.

The postholder will also be expected to collaborate widely with other research, monitoring and development teams within BTO, and with a range of external organisations, such as the Joint Nature Conservation Committee, government conservation agencies, various universities, conservation NGOs and the UK Centre for Ecology and Hydrology.

The post will be based at the BTO’s headquarters in Thetford, Norfolk, but remote working (with regular office visits) and hybrid arrangements are negotiable.
ABOUT THE ROLE

WHAT YOU WILL DELIVER

You will undertake analytical research projects within the Terrestrial Ecology Team involving the analysis of new and long-term BTO datasets, and datasets provided from external sources, to address ecological or applied problems. All work will be done following programmes of work agreed with project managers, ensuring that high scientific standards are maintained.

• Undertake detailed statistical analysis and modelling of BTO and other data and use personal initiative to design and implement analyses of these and other datasets.

• Learn and implement new statistical methods as required for particular projects.

• Contribute to the development of new project proposals using BTO datasets and the collection of novel field data by professionals or volunteers.

• Work to tight deadlines, producing well-written reports on the work undertaken and maintain a scientific publication record in refereed scientific journals.

• Keep up to date with the scientific literature relevant to the postholder’s main research areas, and conduct literature reviews and other non-analytical projects as required.

• Give oral and poster presentations of work at scientific conferences and seminars, in person or online.

• Communicate the results of projects to amateur ornithologists through semi-popular articles and occasional talks and answer email/telephone queries, as appropriate to own knowledge and experience.

• Communicate results to the media, including TV and radio, as required.

• Contribute strategic and individual ideas for the development of BTO work. Contribute to the preparation of grant proposals in collaboration with other staff.

• Contribute to the wider scientific community through such activities as refereeing papers, sitting on external committees, etc.

This is not an exhaustive list; the successful applicant will agree objectives with the line manager.

WHAT YOU WILL BRING TO THE TERRESTRIAL ECOLOGY TEAM

ESSENTIAL

• A PhD in ecology or other related area, or equivalent experience.

• Good statistical knowledge and experience in the application of statistical models to large datasets or those produced by ecological surveys. The ability to learn and to implement new methods of statistical analysis and modelling when necessary.

• Expertise in programming for the manipulation and analysis of spatial and ecological data, using R or SAS, is required.

• The ability to plan, to design and to execute analytical research projects and to see them through to the completion of reports and/or refereed publications.

• A good understanding of the ecology of birds in the UK, and its application to conservation science.
• Ability to assimilate relevant information from the scientific literature.
• Proven ability to publish in refereed scientific journals and to write scientific reports.
• Ability to write clearly for a range of popular and semi-popular publications.
• Willingness to travel, notably for project meetings, and ability to lecture to a wide range of audience types, including research presentations at scientific conferences and meetings and talks to the general public.
• Good personal organisation and time management skills.

**DESIRABLE**
• Experience using ArcGIS and/or QGIS would be an advantage.
• Expertise in the manipulation of remotely sensed environmental data would be advantageous.
• Experience of field surveys of birds, other taxa and habitats is desirable.
• Good knowledge of urban or farmland ecology and policy issues would be desirable.

**FIND OUT MORE ABOUT THE ROLE**

For an informal chat about the position please email Ian Henderson (email: ian.henderson@bto.org) or Gavin Siriwardena (gavin.siriwardena@bto.org).

**SALARY AND BENEFITS**

A salary of £23,490. Annual leave entitlement on starting is 25 days plus bank holidays (pro rata). The post holder will qualify for life assurance (four times salary) and be automatically enrolled in the BTO group personal pension scheme, benefiting from an 11% employer contribution.

Full time (37 hours) six-month post, based in Thetford in Norfolk with the flexibility to work at home.

**MAKING AN APPLICATION**

If you have what it takes then we look forward to hearing from you – send your completed application form with a CV to Holly Stevenitt via recruitment@bto.org stating the job title in the subject line.

Closing date for receipt of applications is 1pm on Friday 17 September.

It is anticipated that interviews will be held remotely on Tuesday 28 September.

If you have a disability or long-term illness that otherwise prevents you from meeting any of the essential criteria, please contact us to discuss whether a reasonable adjustment could be made.