



# Senior Research Ecologist Endangered Landscapes Programme

British Trust for Ornithology

# BRITISH TRUST FOR ORNITHOLOGY

## 'A WORLD INSPIRED BY BIRDS AND INFORMED BY SCIENCE'

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).



# SENIOR RESEARCH ECOLOGIST

The British Trust for Ornithology is seeking applications from a research ecologist for an exciting new 5-year landscape restoration programme in Belarus and Ukraine - 'Wilderness without borders: Creating one of the largest natural landscapes in Europe'.

Your role will be to act as scientific adviser to the project, to lead on the development of the scientific monitoring plan, to establish a baseline and document the impact the project, and to undertake specific aspects of the research and monitoring.

This is a challenging role and will require someone who is self-motivated and who can take the lead in providing scientific direction to this project. It will require extensive periods to be spent in Belarus and in the field.

## WHAT YOU WILL DELIVER

- To provide the lead in developing the scientific monitoring plan and survey protocols to collect baseline and subsequent monitoring data and to take responsibility for implementing some aspects of the monitoring in Ukraine and Belarus.
- To undertake statistical analysis and modelling of the collected baseline data and combine with remote-sensed environmental data to produce a predictive model of how the system may change under different change scenarios. Use personal initiative to design and implement analyses of these and other data sets. To learn and implement new statistical methods as required.
- To work to deadlines to maintain a scientific publication record in refereed scientific journals, contributing to papers as agreed with project managers and others involved in specific projects.
- To give oral and poster presentations of work at scientific conferences and seminars.
- To communicate the results of projects to amateur ornithologists through semi-popular articles and occasional talks as required and to answer postal/telephone queries, as appropriate to own knowledge and experience.
- To communicate results to the media, including TV and radio, as required.
- To maintain and develop own knowledge of avian ecology and statistics through reading relevant current literature.
- To contribute strategic and individual ideas for the development of BTO work. To contribute to the preparation of grant proposals in collaboration with staff in the Science and Development Departments.
- To 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 SCIENCE TEAM

- A PhD involving analysis of environmental, ecological or other spatial data, or equivalent experience.
- The ability to work within a small team to plan, design and execute analytical research projects and, working with others, to see them through to the completion of high-impact refereed publications.
- Several years' experience of ecological fieldwork on one or more of birds, terrestrial mammals, bats, fish, butterflies and moths, dragonflies and damselflies, vegetation and habitats.
- Ability to take the initiative in designing large-scale monitoring programmes and to spend several months a year in the field.
- Excellent statistical knowledge and experience of spatial statistical /modelling techniques. The ability to learn new methods of statistical analysis and modelling and to apply them to extensive datasets.
- Expertise in computer programs for the manipulation and analysis of ecological data. Experience of using SAS or R is desirable. The ability to learn the use of new programming languages and computer packages as required.
- 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.
- 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.
- You will be able to travel to Belarus and Ukraine sometimes for extended periods of time.

#### Desirable:

- Knowledge / experience of using GIS software and analysis of EO data.
- Knowledge of European habitats and wildlife and population biology and its application to conservation science desirable, but not essential for an candidate bringing excellence in other key areas.
- Good knowledge of European habitats and wildlife and appropriate monitoring techniques.

## FIND OUT MORE ABOUT THE ROLE

For an informal chat about the position please contact Phil Atkinson (01842 750050 or [phil.atkinson@bto.org](mailto:phil.atkinson@bto.org))

## SALARY AND BENEFITS

A starting salary of £25,390 – 28,212 dependent on experience.

Benefits include: 11% employer pension contribution, Employee Assistance Programme, discounts on books, flexible working and social events.

Full time (37 hours) permanent post based in Thetford, Norfolk, with the possibility of working at home on occasion.

This post will require extensive periods to be spent in Belarus and in the field.

## 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 Sian Knott via [recruitment@bto.org](mailto:recruitment@bto.org) stating the job title in the subject line.

Closing date for receipt of applications is 1pm on Tuesday 3 April 2019.

It is anticipated that interviews will be on Wednesday 10 April 2019 in Thetford, at the BTO, IP24 2PU.

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.