

CORMAC

Role Profile

Role title	Ecologist
Business Division	Infrastructure
Grade	COR.10
Reports to (role title)	Senior Engineer
Version	1.1
Job code	000064

Approving Manager	David Seville
Approving Business Divisional Head	Mark Rands
Approving Director	Dominick Bostock
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If you would like this information in another format, please contact:

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PART OF THE
CORSERV GROUP
A CORNWALL
COUNCIL COMPANY

Role purpose

To work as part of a team of environmental specialists to plan, coordinate and deliver professional ecological services in support of transport infrastructure design projects throughout the County of Cornwall and other areas of the UK. The post holder will also be required to work closely with designers, engineers and other disciplines. They will undertake ecological surveys and produce reports, coordinate subconsultants, as well as liaise with statutory environmental consultees, stakeholders, Elected Members, Town and Parish Councils, Police, External Clients, General Public and User Groups.

Dimensions

Annual financial accountability
To be responsible for project delivery. Value circa £100k.
Direct accountability for the following roles
Up to 2 staff within Infrastructure: senior technicians, graduates and technicians Post holder will also advise and guide staff working at our Strategic Partner.
Total number of employees that report to the role (directly and indirectly)
Up to 2 staff + 2-6 at Strategic Partner
Other key statistics
<p>CORMAC Consultancy manages a divisional Fee Turnover of c£6 million of which: Highways and traffic data = £3.5 million. Highway Structures = £1.5 million. Laboratory including asbestos management and geo-environmental = £1.0 million. The Consultancy delivers infrastructure projects into Cornwall to maintain and develop our environment with support from European Convergence funding, Homes and Community Agency funding and other national funding pathways. The division manages and maintains:</p> <ul style="list-style-type: none"> • 7,180km of road network. • 4,300km of footpaths and bridleways. • 2,700 bridges. • 1,200 retaining walls. • Services a maintenance Contract valued at £40 million per annum. • External contracts valued at £20 million per annum. • 50+ managed sub-contractors and sub-consultants.

Context

CORMAC provides local communities with the essential services for everyday life through a multi-service delivery model, maximising the value and effectiveness of the solutions we provide through our local experience and diverse, locally based resources. Our technical resources enable us to not only to deliver frontline services, but to also design the way they are delivered, developing a collaborative relationship with clients and communities to create innovative solutions for service delivery.

CORMAC, operating from three major work bases across the County serves the whole of Cornwall and into Devon, is a C£90M turnover company providing services ranging from Engineering and Technical Services to Fleet Management and Caretaking to Cornwall Council and businesses in Cornwall.

CORMAC comprises of **CORMAC Solutions Ltd** and **CORMAC Contracting Ltd**.

CORMAC Solutions delivers in-house services for Cornwall Council and the wider public through partnership with Town and Parish Councils, local Small and Medium Enterprises (SMEs) and Social Enterprise Groups, providing a complete solution and helping local communities grow and thrive in a sustainable way.

CORMAC Contracting delivers competitive solutions to all major and specialist construction challenges by working together with our clients and supply chain to enhance whole-life value while reducing total cost, improving quality and innovating. We are widely recognised as being one of the South West's leading Civil Engineering contractors for the public and private sector.

CORMAC Infrastructure, a part of CORMAC Solutions Ltd, provides a technical consultancy and project delivery services including feasibility, design, engineering and project management services for infrastructure projects including structures, highways, environmental, traffic and engineering solutions.

The consultancy part of Cormac Infrastructure is Cornwall's largest engineering consultancy, employing over a hundred technical staff. This is a key post that will play a vital role in providing high level environmental survey, analysis, review and support for the company, its clients, suppliers, staff and members of the public. The post holder will also undertake project programming and programme management.

Accountabilities

- Ecological site investigation, inspection and technical surveys including data collection and analysis
- Scheme assessment and appraisal including technical analysis and design
- Detail design and production/checking of detailed technical specifications/reports for ecological aspects of projects or tasks in accordance with Cornwall Council standards.
- Contribute to presentations and exhibitions
- Manage, programme, coordinate and monitor ecological input into projects to ensure progress and financial accountability
- To resolve programming issues in accordance with contract constraints
- To undertake all work in accordance with appropriate technical standards

- To be an Infrastructure lead and provide direction to staff in obtaining necessary licenses and authorisation for ecological work
- To adhere to relevant Health & Safety Legislation and ensure compliance with current CDM regulations.
- To represent the business at meetings as required
- To research, assist with process and provide guidance to the team on current and evolving legislative requirements in relation to ecology.
- To provide guidance and training to staff ensuring that all required compliance training is in place and up to date.
- To comply with and utilise the performance management system and to contribute to improvement in working procedures.
- To be aware of and adhere to applicable rules, regulations, legislation and procedures, eg CORMAC (Equal Opportunities Policy / Code of Conduct), national legislation (Health & Safety, Data Protection).
- To maintain awareness of latest developments in standards and processes.
- To maintain confidentiality of information acquired in the course of undertaking duties for the business.
- To be responsible for personal self-development, undertaking training as required.

Key objectives for the next 12 months

- To manage scheme delivery ensuring that Infrastructure projects are delivered on time, to budget and to clients' satisfaction.
- To utilise the most effective ecological survey and appraisal techniques to contribute towards driving competency within Infrastructure.
- To contribute to efficiencies and to promote business growth / opportunities.

Competencies and other requirements

We use the following criteria below to assess your suitability for the role; please refer to the recruitment & selection column to establish at which stage the criteria are assessed.

Requirements assessed at the 'Application' stage represent the minimum essential requirement for shortlisting purposes

Behavioural Competencies	Recruitment and selection
<p>Making Safety First</p> <p>This is about ensuring safety is at the forefront of everything we do and embedded throughout the business, enabling CORMAC to be recognised as a proactive leader in risk management and contributing to our aspiration of Zero Harm for everyone involved with, or affected by our work activities.</p> <ul style="list-style-type: none"> • Ensure clarity of instruction and briefing of required safe standards for every job • Lead from the front in demonstrating safe working practices and never 'walking-by' • Supports team, ensuring all work equipment and PPE is available before work commences • Being open to alternative suggestions on safe working and encourages open communication with team and management 	<p>Interview</p>
<p>Working Together towards a Successful Business</p> <ul style="list-style-type: none"> • This is about contributing to good working relationships and team effectiveness, so that the collective performance is greater than the sum of each individual's effort, whilst recognising the contribution each team makes to CORMAC's business objectives. This is seen by: • Putting own priorities to one side if necessary, to support the greater need of the team • Challenging decisions where they crucially affect the interests of the team or business • Making suggestions for improving own or others' work • Raising difficult issues with colleagues to improve relationships or address misunderstandings 	<p>Interview</p>
<p>Leading the Business and Managing Change</p> <ul style="list-style-type: none"> • This is about contributing to the business and inspiring others to learn and develop whilst accepting challenges, especially in times of change. This is seen by: • Encouraging and supporting individuals, even when results could have been better • Giving individuals ownership of their work rather than controlling everything • Willingly accepting responsibility for challenging goals and targets • Promoting effective working during change by coaching and 	<p>Interview</p>

encouraging experimentation	
<p>Satisfying our Customers and Engaging with our Community</p> <ul style="list-style-type: none"> • This is about contributing to good customer (including client) relationships and working with and engaging our partners and communities to support local aspirations. This is seen by: • Asking questions of and listening to customers to gain a deeper understanding of their needs • Trying to resolve problems or complaints • Proposing solutions for customers which are mutually favourable • Successfully persuading colleagues and/or customers of the benefits of doing the right thing 	Interview
<p>Sustaining and Innovation our Business</p> <ul style="list-style-type: none"> • This is about contributing to the ongoing success and development of CORMAC's business, by growing and innovating for long term sustainability. This is seen by: • Delivering priorities without compromising long term objectives • Considering the impact of social, environmental, economic, political and technical factors in decision making • Actively looking for and initiating efficiencies and achieves savings • Innovating and developing new ways of delivering solutions 	Interview

Knowledge, skills and experience	Recruitment and selection
Degree / HNC in an Ecological Discipline or other appropriate subject and significant experience in undertaking ecological survey, assessment, mitigation design and appraisal.	Application Form
Membership of a relevant professional body at appropriate grade or eligibility to achieve appropriate grade.	Application Form
Working towards or achieved Chartered Ecologist/Chartered Environmentalist status or appropriate alternative. Or, significant experience to demonstrate similar level of competency.	Application Form
Experience of developing partnership working, building effective relationships and enhancing the reputation of the business with stakeholders and partners.	Interview
Significant experience of supervising ecology related surveys, appraisal and monitoring projects / tasks	Application Form Interview
Experience in an environmental/ ecological consultancy and / or transportation, construction or design environment.	Interview Application Form
Demonstrable knowledge of ecological appraisal and monitoring techniques	Interview
Evidenced ability and experience of planning and delivery of ecological surveys (phase1 habitat surveys and protected species surveys such as bats, dormice, badger and reptiles) and use of appropriate processes.	Interview Application Form
Demonstrable analytical skills	Interview
Knowledge of responsibilities in connection with the CDM Regulations	Interview
Knowledge of Health and Safety legislation	Interview
Knowledge of Ecological and wildlife legislation and planning process	Interview
Sound understanding of procurement processes, Health & Safety and risk management.	Application Form Interview

Experience of giving advice to Senior Management and building relationships with clients.	Interview
Experience of working with and managing a team of professionals	Interview
Proven organisational, planning, communication and presentation skills.	Interview
A successful track record of establishing and maintaining a performance management culture, supported by effective and efficient management information systems.	Interview
Proven ability to work on own initiative and manage own workload	Interview
Displays good interpersonal skills, empathy and patience when dealing with customers. Has detailed knowledge of tools and techniques for dealing with challenging behaviours	Interview

Other requirements	Recruitment and selection
Ability to support project teams providing sound professional advice, guidance and direction.	Application Form Interview
Ability to work out of hours to meet project timescales and requirements.	Application Form
The duties of the role involve travel on a regular basis. It is a condition of employment that the role holder can exercise satisfactory travel mobility in order to fulfil the obligations of the role. For those journeys where an alternative form of transport is unavailable or impracticable the role holder will be required to provide a suitable vehicle.	Application Form
This role has been identified by the organisation as safety critical	NO
This post is subject to overtime (where approved/appropriate)	YES
This post is subject to the Company's Flexitime Scheme	YES
This post is subject to a criminal records disclosure check	NO
This is a politically restricted post	NO

Structure chart

This Structure Chart is for illustrative purposes only. The actual number/proportion of Senior Technicians and Technicians reporting to the role will vary.

