

JOB DESCRIPTION & PERSON SPECIFICATION

Director Area: Place

Job Ref Number: 04443

Service Area: Communities/Growth

Grade: G7

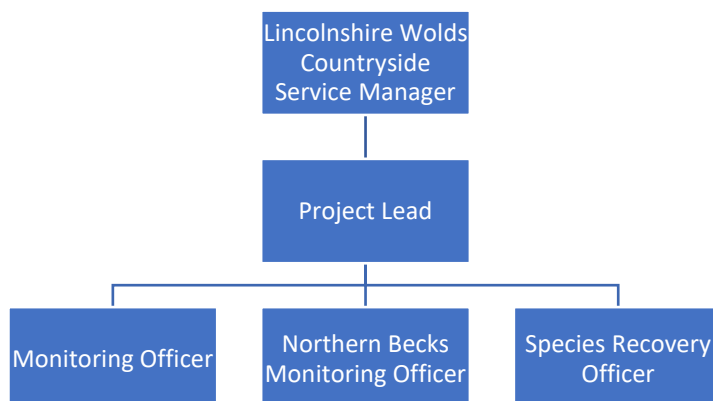
Job Title: LCSP Species Recovery Officer

PURPOSE OF JOB:

The Species Recovery Officer will lead on the delivery of the Crystal Moss animal species recovery project, funded by Natural England, ensuring the collection, analysis, and application of scientific evidence to support the conservation and recovery of this rare species across the Lincolnshire Chalk Streams and Blow wells.

The postholder will act as a technical specialist within the Lincolnshire Chalk Stream Project (LCSP), working collaboratively with the University of Nottingham to complete a Master of Research (MRes) qualification, generating high-quality research that directly informs species management, habitat conservation, and future policy direction in water management and nature recovery.

STRUCTURE CHART:



MAIN DUTIES:

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| 1. | Lead delivery of the Crystal Moss animal species recovery program, developing and implementing evidence-based conservation and survey methodologies. |
| 2. | Undertake high-level research, monitoring, and evaluation activities, producing scientifically robust data to support species recovery, habitat enhancement, and Natural England reporting requirements. |
| 3. | Contribute specialist knowledge to the ongoing development and implementation of the LCSP Strategy, advising on species recovery priorities and new areas of research. |
| 4. | Manage project delivery, budgets, reporting obligations, and outputs for the Natural England-funded program, ensuring timely, compliant delivery. |
| 5. | Coordinate collaborative work with the University of Nottingham as part of the MRes program, ensuring research integration into LCSP strategic objectives. |

6.	Produce high-quality technical reports, data summaries, GIS outputs, and species recovery recommendations for the LCSP steering group, Natural England and other relevant partners.
7.	Maintain strong, professional relationships with Natural England, academic institutions, landowners, internal LCC teams, and conservation partners.
8.	Represent the LCSP at conferences, steering groups, public events, and professional meetings, delivering talks, webinars, and training sessions as required.
9.	Support wider LCSP engagement through co-development of newsletters, website content, case studies, and public awareness materials.
10.	Deliver guided walks, workshops, and community events promoting the ecological value of chalk streams and key species; and help support the LCSP in wider practical and citizen science engagement.
11.	Uphold LCC policies on safeguarding, equalities, sustainability, health & safety, and data protection.
12.	Contribute to a positive team culture within the LCSP and the Lincolnshire Wolds Countryside Service, supporting cross-team cooperation and knowledge sharing.

PERSON SPECIFICATION

Requirements	Where identified*	Essential	Desirable
Degree in ecology, environmental science, conservation biology, or closely related discipline.	AI	X	
Ability to undertake applied scientific research, data analysis, and ecological monitoring at a specialist level.	AI	X	
Knowledge of freshwater ecology, species recovery principles, and habitat management.	AI	X	
Project management experience, including planning, delivery, monitoring, and reporting.	AIP	X	
Ability to build strong working relationships with researchers, statutory bodies, landowners, and community groups.	AI	X	
Excellent written communication skills for producing reports, research outputs, and scientific documentation.	AIP	X	
Ability to work independently and make informed decisions within a defined project framework.	AI	X	
Willingness to undertake an MRes with the University of Nottingham.	AI	X	
Experience with GIS, data modelling and statistical analysis (R, Python, QGIS etc.)	AI		x

Experience working with Natural England or similar statutory conservation bodies.	AI		x
Knowledge of chalk stream ecology and species assemblages.	AIP		x
Experience delivering public engagement and volunteer training.	AI		x

*A = Application form T = Test/Assessment I = Interview P = Presentation

GENERAL

The postholder is required to take personal responsibility for contributing to organisational transformation and changes in ways of working, maximising the benefits and efficiencies for both internal and external customers, including the promotion and use of self-service to achieve maximum cost effectiveness.

The postholder is expected to work to the Lincolnshire County Council Core Values and Behaviours and to carry out the duties in accordance with Lincolnshire County Council policies.

Other Duties - The duties and responsibilities in this job description are not exhaustive. The post holder may be required to undertake other duties within the general scope of the post. Any such duties should not substantially change the general character of the post. Duties and responsibilities outside of the general scope of this grade of post will be with the consent of the post holder.

Safeguarding -. All employees need to be aware of the possible abuse of children and vulnerable adults and if you are concerned you need to follow the Lincolnshire County Council Safeguarding Policy. In addition employees working with children and vulnerable adults have a responsibility to safeguard and promote the welfare of children and vulnerable adults during the course of their work.