Ymddiriedolaeth Cwm Elan
Elan Valley Trust

Job Description

Job Title:	Ecologist
Weekly hours:	Part-time 15-22.5 hours per week (by negotiation)
Based at:	Elan Estate Office, Elan Village
Reports to:	Estate Manager
Salary:	£33,500 – 37,500 (pro rata)
Closing date:	18th November 2026
Interview date:	25th or 26th November 2026

About the Elan Valley:

The Elan Valley is located in the Cambrian Mountains in Mid Wales in a unique landscape combining remote hill land, isolated farmsteads, steep-sided wooded valleys and the reservoirs, an extraordinary feat of Victorian engineering, that brought clean water to Birmingham.

The role

If you are enthusiastic about having a lasting impact on a landscape to support nature and climate goals, then we are looking for an ecologist who has the enthusiasm, commitment and understanding of this important landscape.

The role will involve providing advice and guidance on the management of approximately 4,000 acres of in-hand farmland. These holdings comprise a diverse range of habitats, including species-rich hay meadows and pasture, acid grassland, ffridd, open hill habitats dominated by Molinia, dry heath, and smaller areas of woodland. The estate also contains numerous designated sites, including Sites of Special Scientific Interest (SSSIs), Special Protection Areas (SPAs), and Special Areas of Conservation (SACs), all of which require careful management and compliance with relevant statutory obligations.

In addition, the role will involve supporting tenants, particularly those new to their holdings, in understanding the management requirements of their farms and identifying opportunities to enhance biodiversity, habitat quality, and ecological resilience.

The position will also contribute to the delivery of peatland restoration projects currently being undertaken on the estate. This will include working closely with the wider peatland team, providing ecological advice and guidance, and supporting the planning and delivery of environmental surveys and related conservation work.

Based in the Elan Valley, you will be part of a dynamic team, ensuring a lasting legacy for generations to come. We are looking for a dynamic, 'can do' attitude and passion for engaging and empowering a wide variety of beneficiaries, partners and stakeholders in our special landscape.

In return, we offer a friendly and flexible working environment, great opportunities for professional development and the chance to make a positive difference in this unique landscape.

Job purpose

As a member of the Trust's core office, team you will be responsible for the advancements and development of the in-hand farms in terms of habitat restoration alongside farming practises, working closely with the Estate Manager.

In addition, there will be opportunities to develop funded projects which can work across the estate and actively engage with the tenants. This will be done in conjunction with the Projects & Partnerships Manager in line with the Trust's wider aspirations.

Main responsibilities and accountabilities

To provide ecology support and advice to the Trust when it comes to their in-hand farms and nature conservation opportunities, including:

- Habitat and species surveys,
- Preparation and overseeing of SSSI derogations,
- Reviewing and assessing the current actions associated with the Sustainable Farming Scheme.
- Developing aspirations for future options on our in-hand farmland under the Sustainable Farming Scheme.
- Monitor and evaluate actions and outcomes
- Prepare reports, statements and written evidence where required.
- Work with the Estate Manager to develop annual plans for grazing, such as with cattle, to ensure maximum benefits.
- Liaise with Shepherds, Contractors and Estate Workers where necessary to achieve the desired outcomes.
- Organise the annual actions in relation to curlew management and nest protection

- To provide technical advice internally and externally in relation to actions undertaken, research completed and the progress made.
- To advise on relevant legislation where necessary, such as, Wildlife and Countryside Act, Habitat Regulationss.
- To attend meetings including the Trust Board, Stakeholders and partners when required.

Peatland Projects

Work with the peatland team to develop, apply and implement the peatland restoration projects across the estate. To include:

- Habitat and Species Surveys,
- Assistance with SSSI Derogations,
- Providing wider ecological expertise.

Projects and Partnerships

Work with the senior management team to develop, apply and implement funded programmes which can enhance the wider environment on the estate and enable actions across the wider estate and landscape.

Arrange and attend the Natural Heritage Sub-Committee. Ensure actions from the committee are followed through.

Attend relevant partners or stakeholder meetings as necessary, this could include; Dŵr Cymru, NRW, RSPB, Powys Nature Network, Radnorshire Wildlife Trust, Gylfinir Cymru etc.

Please note that some of this work will take place in remote upland terrain and possibly in harsh weather conditions, which will at times be physically demanding. Robust health and safety procedures for such work are in place.

Essential skills, knowledge and experience

- Relevant ecological education and/or experience
- Understanding of current landscape, natural, cultural heritage and access issues
- Good knowledge of upland land management practices and related challenges
- Sound knowledge of upland ecosystems, including peatlands
- Proven botanical expertise in/of the uplands
- Practical experience of landscape conservation or enhancement
- Ability to meet project and reporting deadlines, keep records and write reports
- Practical experience of planning and coordinating habitat restoration schemes

Desirable skills, knowledge and experience

- Understanding of current agri-environmental schemes
- Experience of teaching/leading workshops and training activities
- Experience of stakeholder engagement and partnership working
- GIS mapping skills
- Drone operation experience
- Welsh language skills

Supporting the Trust

- Raise the profile of the Elan Valley Trust
- Develop and participate in educational aspects of the Trusts work including events and volunteer activities
- Any additional duties as outlined in the annual work programme
- Any other duties that may reasonably arise from time to time
- All tasks and responsibilities to be carried out in accordance with the Trusts policies and procedures.

We are open to applications from a range of backgrounds and experience levels. If you are uncertain about whether you meet the job requirements please get in contact to discuss. We would also be open to applications for a job share, flexible working patterns e.g. term time working or reduced working hours to those advertised.

Application Process

Please submit a current CV containing the following information:

- Employment history
- Qualifications
- Two References

And a supporting statement on no more than 2 sides of A4 (11pt minimum) describing how you meet the skills, knowledge and experience listed above along with personal attributes that you deem relevant.

Application must be submitted by 18th November 2026 to recruitment@elanvalley.org.uk for the attention of Charlotte Harley, Estate Manager.

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