

**Butterfly
Conservation**

Saving butterflies, moths and our environment

**Ecological Modeller / Researcher (Maternity Cover)
Job Pack**

Thank you for taking the time to find out about our current vacancy.

It is great to know you are interested in working with Butterfly Conservation (BC). Included in this pack is a little background information about the organisation along with details of the job role. BC currently employs approximately 75 members of staff, around half of whom are based at its Head Office in Lulworth in Dorset. Others are in Scotland, Wales, Northern Ireland and around England.

BC benefits from having a very active volunteer force who deliver an equivalent of over £14 million of effort each year. BC's conservation work focusses on saving threatened species from extinction, concentrating on nearly 130 species classified as priorities in UK legislation. The charity also provides advice on managing a wide range of habitats for all butterfly and moth species, including farmland and urban habitats. A central part of BC's conservation strategy is to conserve species at a landscape scale to ensure their long-term survival. These projects have been highly successful in restoring several threatened species after decades of decline.

To underpin our work, BC has expanded its member and supporter base to raise core income. In addition to its 41,000 members, BC reaches over 100,000 supporters via a monthly e-newsletter. A substantial part of BC's income has come in the form of government grants and contracts but as with other charities, this source of income has diminished in recent years. It also has a strong media presence, including a large and rapidly growing following on social media. These are important mechanisms to expand our influence, grow our capacity and harness new supporters. To tackle the problems facing butterflies, moths and our environment, BC formulated a 2025 strategy following on from progress and achievements of the 2020 vision. The strategy recognises the need to maintain and expand its expert staff as well as its Branches and volunteers who are crucial to achieving success on the ground.

The four core aims of BC are:

-  Recover threatened butterflies and moths
-  Increase numbers of widespread species
-  Inspire people to understand and deliver species conservation
-  Promote international conservation actions

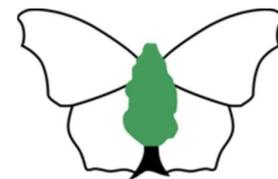
If you are excited about the prospects of working for a leading wildlife charity, please read through the attached job description to see if you have the right skills to join the team.

We look forward to hearing from you soon.

With best wishes

Julie Williams

Julie Williams
Chief Executive



Job Title	Ecological Modeller / Researcher (Maternity Cover)
Responsible To	Nigel Bourn, Chief Scientist
Location	Head Office / Flexible
Salary	£29,353 - £33,289 pa dependent on experience, plus 8% pension contribution
Duration	Fixed Term, 1 Year Initially (Maternity Cover)
Hours	37 Hours Per Week (1fte)
Start Date	As soon as possible

Job Purpose

- To develop and contribute to the ongoing statistical analyses of our large-scale ecological data to address research questions about environmental change.
- To write-up results for publication in the peer-reviewed literature and as reports to funding agencies.
- To help deliver BC's contract/external research work.
- To present findings at scientific meetings and promote BC research and monitoring work.

Specific Tasks

- To undertake research analysis on Butterfly Conservation's biological data, specifically the Butterflies for the New Millennium (circa 15 million occurrence records) and National Moth Recording Scheme (circa 25 million records) datasets, as well as monitoring data from the UK Butterfly Monitoring Scheme.
- Work within the Science team to help develop the growing use of our biological data for research purposes to help maximise its use for the delivery of conservation.
- Enhance communication with and about our data and recording to wide audiences (including on the Butterfly Conservation website), championing the importance of recording and research.
- Work closely with existing staff to develop research output.
- Support and develop innovative data products and use to inform policy, conservation delivery, land management decisions and scientific research.
- Help deliver data analysis for specific projects and contracts subject to demand.
- Provide research and statistical support to BC science and conservation staff.

PERSON PROFILE

Job Title: Ecological Modeller/ Researcher (Maternity Cover)

Technical/Specialist Skills	Essential	Desirable
Has a PhD or equivalent experience in a relevant field, ideally with experience of analysing biodiversity data.	✓	
Demonstrates advanced skills in quantitative ecology, including use of the statistical programming language R for manipulation and statistical analysis of ecological data.	✓	
Experience in manipulating and analysing large spatial datasets.	✓	
Experience in species distribution modelling and fitting linear mixed-effects models.		✓
Experience of managing code for reproducible science (e.g. RMarkdown, GitHub etc).		✓
Experience with, or capacity to learn, use of GIS.		✓
Very good written and oral communication skills, evidenced by track record of publications, technical reports, and talks to scientific audiences.	✓	
Able to communicate effectively with scientific peers and seniors from different disciplines.	✓	
Provides innovative ideas that are of benefit to BC's area of work.	✓	
An understanding of biological recording, ideally in a UK context		✓
Experience of the UK butterfly and moth fauna, either in the field or through analytical projects.		✓
Understands the wider context of research into biodiversity change, and the national policy picture.		✓

Budget Responsibilities		
None		

Line Management/Contractor Responsibility		
Experience of project management		✓

Dealing with Volunteers/Managing External Partners and others		
Experience of working with volunteers, governmental and non-governmental organisations and the general public		✓
Proven ability to communicate complex/technical solutions in simple language and engage with a wide range of individuals ranging from volunteers to landowners, site managers and officers of partner organisations		✓

Decision Making and Society Policy		
Empathy with aims and objectives of Butterfly Conservation	✓	

Personal Attributes		
Analytical and methodical, with a high degree of accuracy	✓	
Well organised and self-motivated; able to plan and undertake work on your own	✓	
Able to prioritise a diverse workload, meet tight deadlines and use own initiative	✓	
Flexible: able to rapidly assimilate information and adapt to a changing environment	✓	
Able to work effectively as a member of a team and foster positive team dynamics	✓	
Pragmatic, innovative, enthusiastic and able to motivate others	✓	
Able to manage potential conflicts by dealing with people in a calm and professional manner	✓	
Willing to work some weekends and evenings and away from home on occasions	✓	
Commitment to nature conservation		✓



How to Apply and the Appointment Process

Application forms can be downloaded from Butterfly Conservation's [website](#) or completed via our online portal.

Please email completed application forms, along with an Equal Opportunities form to:

HR@butterfly-conservation.org.

We are committed to the promotion of equality of opportunity in all our employment practices. The Equal Opportunities form is used for statistical purposes only and will not be seen by any member of the recruitment panel.

Your application form plays an important part in our selection process. Please ensure that your completed form relates as closely as possible to the requirements of the job, detailed in the Job Description and the Person Profile. C.V.s will not be accepted.

We will correspond with you by email and phone. Please ensure that you provide us with an email address and phone numbers that you are happy for us to use for this purpose.

Please provide a mobile phone contact if possible.

If you require any further information regarding this position, please email us on the email address above.

Closing Date

Please note that the closing date for applications will be **Thursday 13th May 2021**.

Please note that late applications will not be considered.

Selection Process

A shortlist of candidates will be invited to attend an online interview week commencing **17th May 2021**.

Applicants must be entitled to work within the United Kingdom and we request that you provide Butterfly Conservation with a copy of your passport (or acceptable proof of eligibility as specified by GOV.uk) upon appointment.

Due to an anticipated large volume of enquiries we will be unable to respond to all candidates therefore if you have not heard from us by **28th May 2021**, please assume that your application has been unsuccessful on this occasion.

Agencies

Unfortunately, agency applications for this position will not be considered.

JOB APPLICANT PRIVACY NOTICE

Butterfly Conservation collects a range of data about you during a recruitment process which will include:

- Your name, contact details and address;
- Details of your skills, qualifications, experience and employment history;
- Information regarding your right to work in the UK; and
- Details regarding your current level of remuneration and any work benefit entitlements.

This information will be collected from your application form and/or covering email or letter on submission to us, plus from your examination certificates, passport, driving licence or other identity documents provided. We may also collect personal data about you from third parties, such as references obtained from former employers, background checks or criminal record checks, as applicable.

This data will be stored in an electronic format (including email) on our internal IT systems and also in paper form within our HR Department. Your information may be shared internally for recruitment purposes with our directors, HR and IT teams strictly for decision making purposes. We do not share your data with any third parties.

We need to process your data to take the necessary steps prior to entering into any contract with you. We may also need to process your data if we agree to enter into a contract with you. We have a legitimate interest in processing your data during a recruitment process to ensure that we make and keep records of this process. These records allow us to manage the process effectively, assess a candidate's suitability for employment and decide whom to offer roles to. We may also, from time to time, need to process data from job applicants to respond to and defend against legal claims.

As a data subject, you have a number of rights including access to your data on request, to stop us processing your data on demand, to ask us to delete your data on demand or to change any incorrect or incomplete data we hold on you. If you believe that we have not complied with your rights, you can complain to the Information Commissioner.

Butterfly Conservation will not transfer your data outside of the European Economic Area. We will protect your data internally through internal controls and policies to ensure that your data is not lost, accidentally destroyed, misused or disclosed, and is not accessed by our employees except in the proper performance of their duties.

We will keep your personal data in this regard for a maximum of six months unless you withdraw your consent during this timescale. Our recruitment processes are not based on automated decision making and you are under no statutory or contractual obligation to provide your data to us. If you elect not to do so however, we will not be able to process your application properly, if at all.

Company limited by guarantee, registered in England (2206468)
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