



Research Scientist (Quantitative ecology) 12 month fixed term contract

Job Description

Overview

Start date: ASAP

Place of work: This role is based at BCT's main office in Battersea, London; however, there is an opportunity to work from home in the UK with occasional attendance at the office under our Working from Home/Hybrid Working Policy, depending on the candidate's situation and the capacity at our office. Travel away from the main place of work may be required, for which expenses will be provided in line with BCT's expenses policy.

Length of post: This is a fixed term contract for 12 months with the possibility of an extension, and as with all BCT posts depends on continuation of funds. There is an initial three month probationary period with one week's notice, followed by one month's notice.

Hours: There is some flexibility with this role. We are open to candidates who can work at least 30 hours/week (0.8 FTE) up to 37.5 hours/week (full time, excluding one hour for lunch). Hours can be worked flexibly using our Flexi Time policy (core hours being 9.30am-midday and 2.30pm-4.30pm). There may be occasional evening and weekend work for which time off in lieu is given, although not necessarily on a one for one basis.

Salary: The salary is in the range of £30,000 - £33,000 depending on experience (pro rata if working less than full time).

Benefits: BCT provides a number of staff benefits which are listed here: [Working with BCT – the benefits and what our staff say](#)

Bat Conservation Trust



Background

The Bat Conservation Trust (BCT) is proud to be the leading UK charity devoted solely to the conservation of bats and their habitats. BCT's vision is a world rich in wildlife where bats and people thrive together. Our mission is to conserve bats for present and future generations. Through education, collaborative action and scientific research, we inspire individuals and organisations to value and speak out for bats. BCT's head office is in Battersea, London. We also work in Wales and Scotland and many of our staff work remotely using our hybrid homeworking policy.

BCT has a large reach in engaging with people. In a typical year more than 13,000 enquiries are answered by the National Bat Helpline team; more than 1,000 volunteers count bats at over 2,000 locations as part of the National Bat Monitoring Programme; we have an extensive social media reach of over 120,000 across several platforms; and media coverage has included *Springwatch*, *Countryfile* and *The One Show*. We are continually working to engage more people in bat conservation, including younger audiences and those from a wider range of different backgrounds.

Equity, Diversity & Inclusion (EDI)

The [Bat Conservation Trust](#) is a welcoming and inclusive organisation. However, we are very aware that our staff team does not reflect society as a whole, and we recognise that we need to work harder to remove the barriers that prevent some people from working at our organisation. We believe our work will be stronger with greater diversity and welcome applications from those who bring difference. We are committed to building a working environment in which all individuals are free from discrimination and in which opportunities are equal to all.

Purpose of the role

We are looking for an quantitative ecologist or ecological statistician with strong analytical skills, particularly in the fields of survey design, power analysis, population trend estimation and habitat suitability modelling.

The successful applicant will lead on the design, analysis and reporting of data from a wide range of innovative bat population monitoring surveys with a particular focus on passive acoustic monitoring, undertake research into the use of woodland habitats by bats, and provide statistical advice to projects across BCT's Science team.

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Responsibilities

- Develop effective survey, analysis and reporting protocols for both structured and unstructured bat monitoring surveys employing passive acoustic sensors.
- Lead research focusing on the use of woodland habitats by bats
- Develop R Markdown reports for BCT's suite of bat conservation status monitoring surveys
- Develop scripts to automate routine analysis and reporting activities.
- Provide statistical advice to projects across BCT's Science team.
- Develop other areas of research to address BCT's evidence needs, and produce funding proposals to support this research.
- Publish research in peer-reviewed journals.
- Communicate BCT's science work to wider audiences.

Working relationships

Inside the organisation

- Based within the Science team
- Reporting to the Head of Science and Monitoring
- Working closely with colleagues in the Science and Conservation teams

Outside the organisation

- This post will work with our volunteers, Bat Groups, partners, funders and collaborators at organisations such as JNCC, Natural England, Natural Resources Wales, NatureScot, and UK universities.

Other relevant factors

This post requires compliance with BCT's Staff Handbook policies, Health & Safety Policy, Data Protection regulations, Safeguarding Policy, and Green Housekeeping.

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Person Specification

The following section details the knowledge and experience required for the post.

Quality	Essential	Desirable
Qualifications	A PhD with a quantitative focus in ecology or a related discipline, or equivalent experience	
Knowledge	Excellent understanding of the principles of biodiversity monitoring, survey design and data analysis	<p>An understanding of bat ecology</p> <p>An understanding of acoustic bat survey techniques and technology</p>
Skills and experience	<p>Experience of modelling complex ecological data</p> <p>Strong programming skills in R and R Markdown</p> <p>Experience of designing, planning and managing research projects.</p>	<p>Experience of habitat suitability modelling</p> <p>Experience of analysing biodiversity monitoring data</p> <p>Experience of undertaking power analyses</p> <p>Experience of Bayesian inference</p> <p>Experience of other programming languages, in particular Python, SQL and use of the command line</p> <p>Experience of using ArcGIS or QGIS</p> <p>Experience of producing funding proposals</p> <p>Experience of publishing research in peer-reviewed journals</p> <p>Experience of communicating science at conferences and via social media</p>
Personal Qualities	<p>Excellent task management skills to ensure projects are delivered efficiently and project deadlines are met consistently</p> <p>Ability to manage multiple projects simultaneously</p> <p>Ability to learn and apply new statistical and analytical techniques</p> <p>Ability to work successfully in a team</p> <p>Ability to work well independently</p>	