



For evidence-based conservation

## Post-Doctoral Scientific Officer

### *Terms of employment*

**Fixed-term post:** 1<sup>st</sup> February 2018-31<sup>st</sup> January 2020. There is potential for further extension of the contract by the Mammal Society depending on funding and suitability.

**Salary:** £32,548-£34,520 depending on experience

**Main purpose of job:** To provide evidence that will help improve strategies for the conservation of British Mammals

**Place of Work:** School of Life Sciences, University of Sussex, Falmer, Brighton, BN1 9QG. The post-holder will be based in the research group of Prof. Fiona Mathews, and will have day-to-day interactions with Mammal Society staff as well as staff and students of the University of Sussex. The post-holder will be employed for the first 6 months by the Mammal Society, and for the subsequent 18 months by the University of Sussex.

### **Main Duties**

1. To undertake population viability analyses and create habitat suitability models for a range of species. This work will draw on information collated in our recent review of the population status of British Mammals.
2. Undertake multi-species assessment of likely impact of future threats to British Mammals, such as changes in climate and land-use, at local and regional scales. This work is likely to involve close collaboration with external partners e.g. the NERC Centre for Ecology and Hydrology.
3. To prepare scientific papers for publication on the basis of (1) and (2).
4. To run the Society's citizen science projects on hedgehogs, and to manage planned future citizen science transect surveys for mammals.
5. To initiate pilot work on additional techniques that could be widely deployed to monitor British mammals.
6. To draft grant applications for funding of further research relevant to the conservation of British mammals.
7. To assist the Society's voluntary Mammal Atlas Officer to complete the new Atlas of British Mammals (due for publication early in 2018). This will include liaison with authors and publisher, and revisions to the text as necessary.
8. To work with members of the Society and the Chartered Institute of Ecology and Environmental Management to continue to develop, improve and promote the Mammal Society's EcoStat tool. This web-based tool assists practitioners with the interpretation of ecological survey data for mammals.
9. On occasion, to represent the interests of the Society at external meetings.
10. To supervise interns, volunteers, and research assistants when required.

## Selection Criteria

<b>Essential</b>	<b>Preferable</b>
<p><b>Education/Qualifications</b></p> <p>First Degree in Biological Science or equivalent experience</p> <p>PhD in related subject</p>	
<p><b>Knowledge</b></p> <p>Good knowledge of biodiversity monitoring and recording schemes</p> <p>Good knowledge of current conservation issues relevant to the UK context</p>	<p>Understanding of methodologies used to derive population estimates, conduct population viability analyses, and to study climate change scenarios</p> <p>Good knowledge of the ecology and natural history of a range of British mammals</p>
<p><b>Skills</b></p> <p>Excellent written and verbal communication skills suitable for both scientific and lay audiences</p> <p>Successful time-management and organisational skills</p> <p>Ability and willingness to learn</p> <p>Highly motivated, with the ability to work on own initiative</p> <p>Excellent team player, with a desire to support and encourage students, volunteers and research staff working with the Mammal Society</p> <p>Skilled use of spreadsheet, presentation and word processing software</p> <p>Proficient in the use of Geographical Information Systems (either within R or in ArcGIS)</p> <p>Excellent skills in statistical analysis and data interpretation. The post-holder will be expected to perform analyses of complex datasets and must therefore be familiar with mixed models and analysis of non-normal data.</p>	<p>A high level of proficiency with the statistical package 'R' is highly desirable.</p> <p>Ability to perform habitat suitability modelling in Maxent or other packages</p> <p>Ability to conduct population viability analysis in Vortex or other systems.</p> <p>Ability to use C+ or other coding languages</p>
<p><b>Experience</b></p> <p>A track record of productivity in publishing scientific research.</p> <p>Experience of landscape-ecology analyses and/or population modelling</p>	<p>Experience of working with remotely sensed habitat data and/or Countryside Survey data (CS2007)</p> <p>Experience of working on large partnership projects</p>
<p><b>Other</b></p> <p>Willingness to travel within the UK, including occasional overnight stays, and to sometimes work outside of and in excess of normal office hours</p>	

**To apply:** Please send your CV, a covering letter explaining your suitability for the job, and the contact details of 2 referees to [info@themammalsociety.org](mailto:info@themammalsociety.org). The closing date for applications is Wednesday 13<sup>th</sup> December 2017. It is expected that interviews will be held in London in the week commencing 15th January 2018. Informal enquiries can be made to Fiona Mathews, [chair@themammalsociety.org](mailto:chair@themammalsociety.org).