

Job Specification

Principal/Associate Ecologist, Assistant Team Manager



Location

Warrington or Market Harborough with options for hybrid working. Other TEP offices or home working will be considered.

Contract

Full-time, Permanent. Part time will be considered

Number of Positions:

Multiple

Benefits include

Competitive Salary
Professional Subscriptions
Bespoke training package

Closing Date

Monday 30th May 2022

About Us

The Environment Partnership (TEP) Ltd is an award-winning environmental consultancy supporting sustainable development and land management across the UK and Ireland.

Our core services are: Ecology, Planning, Environmental Assessment, Heritage, Landscape Design, Landscape Management, GIS and Arboriculture. We are ideally situated to deliver these services nationwide from our offices in Warrington, Gateshead, Market Harborough, London and Cornwall. We have seven Directors who run the company and over 145 professional and technical staff, who work on a wide range of exciting and challenging projects.

As an environmental consultancy, we have a responsibility to help shape the world around us through our work, to benefit communities now and in the future. TEP is passionate about creating quality places for the benefit of people, nature and business.

Our workplace is a friendly and caring environment. We are professional but not corporate, guided by our values of being Honest, Supportive, Passionate, Forward-looking and Enterprising

We are a well established, stable and close-knit team. Having achieved steady growth since our establishment in 1997 we now have over 45 in-house ecologists. TEP is a CIEEM Registered Practice demonstrating our commitment to high professional standards and delivery of the best outcomes for biodiversity.

We have a strong focus on continual development providing informal and structured training. We encourage staff to progress through the CIEEM membership levels and to obtain Chartered status. We encourage progression and support our team in developing leadership and management skills.

For more information on the type of work we do, visit: www.tep.uk.com/projects



To Apply

Please send your CV to recruitment@tep.uk.com

Please note that we will always acknowledge each application. If you have not received an email response within 3 working days, please contact Kate Goodban.

Following review of the applications, a short list of candidates will be contacted for interview.

We are only able to consider candidates already eligible to work in the UK.

If you would like to discuss the position, please do not hesitate to contact Kate Goodban and she will arrange for an appropriate manager to call you.

To keep up to date with news from TEP, follow us on our social media:

[in LinkedIn](#) [Twitter](#) [Facebook](#)

Kate Goodban

HR Advisor

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The Opportunity

Who are we looking for?

We are seeking a highly motivated, experienced ecologists to join the TEP Ecology team, based in our Market Harborough, or Warrington office, supporting our business nationally. The role is suitable for office or 'hybrid working' and we are able to consider home working as an option depending upon location.

The Ecology team has a broad range of clients active across the UK working on a wide range land management, urban regeneration, infrastructure, commercial and leisure developments. Our ecologists also lead on green infrastructure, conservation and restoration schemes and strategic level projects. In addition to commercial organisations, other clients include Natural England, National Trust, Eden Project, RHS, The Land Trust and local councils.

The successful candidates will contribute to, and lead on, high-profile projects. These positions would appeal to someone with at least eight years' relevant consultancy experience with field survey skills and knowledge of ecology & the planning system.

Role and Requirements

You will be a member of our senior management team responsible for supervising up to 10 ecologists. You will be a daily point of contact in distributing submissions and new projects according to capacity and capability. You will lead weekly work programming meetings and be available for colleagues and maintain an interest in all aspects of their career including personnel, welfare and progression.

In addition to the team management role you will work on TEP's more complex ecology projects. You will be responsible for completing and coordinating multiple surveys, ensuring the advice and recommendations resulting from these surveys are communicated effectively to clients through written reports and verbal communication. You will be proactive in your approach to help our clients navigate the planning and licensing processes.

You will support junior staff on projects as well as providing general ecology advice to colleagues across TEP's multi-disciplinary practice. You will be well-supported by colleagues and work closely with other Assistant Team Managers, the Team Managers and Directors. You will be encouraged to innovate where appropriate to enhance delivery of our service.

It is envisaged that the successful candidate will be based at either TEP's Warrington or Market Harborough office in line with TEP's hybrid working approach, although other locations will be considered. You will be expected to travel from time to time, including staying overnight at different locations, to meet the requirements of projects.

Qualifications

- ❖ Have a degree or equivalent in a relevant ecology discipline
- ❖ We are interested to hear from applicants who are either already or eligible for Full or Chartered membership of the Chartered Institute of Ecology and Environmental Management (CIEEM).

Experience

- ❖ Can demonstrate experience of supervising and mentoring colleagues. Demonstrable experience being responsible for line management of a number of colleagues is desirable but not essential.
- ❖ Can demonstrate experience scoping, pricing and delivering ecologically complex, multidisciplinary schemes including producing a range of written assessments and inputting in to masterplanning design teams producing ecology led solutions.
- ❖ Can demonstrate experience authoring HRAs and/or the ecology chapters of Environmental Statements is highly desirable
- ❖ Can demonstrate experience of project management with excellent analytical and problem-solving skills and financial control.
- ❖ Can demonstrate experience of providing consistent, professional advice with an ability to communicate effectively with colleagues, clients, planners and consulting with regulators.
- ❖ Can demonstrate experience of leading extended Phase 1 habitat and a range of protected species surveys.
- ❖ Holds a protected species licence, and experience of designing and delivering licenced mitigation schemes is desirable but not essential.

Attributes

- ❖ Able to lead by example, managing with a supportive and honest approach.
- ❖ Self-motivated, able to manage a busy and varied workload, supervise colleagues and field staff.
- ❖ Able to work independently and work collaboratively with other professionals.
- ❖ Excellent attention to detail, uphold high standards, demonstrate good judgement and delivery of work on time and within budget.
- ❖ Ability to check and refine work produced by others and help develop the skills of colleagues in the ecology team.
- ❖ Hold a full driving licence and have access to a vehicle.