

## Job Specification

### Consultant/Senior/Principal Ecologists



#### Location

Remote.

#### Contract

Full-time, Permanent. Part time will be considered.

#### Benefits - for more information, click [here](#)

Health & wellbeing support including GP services and Employee Assistance Programme  
Team Socials; Investment in Professional Development  
Corporate Social Responsibility (CSR) Opportunities.

## About Us

The Environment Partnership (TEP) Ltd is an award-winning multi-disciplinary 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 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

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](http://www.tep.uk.com/projects)

## To Apply

Please send your CV and cover letter to [recruitment@tep.uk.com](mailto:recruitment@tep.uk.com)

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 our recruitment team and a call with a hiring manager can be arranged.

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

 [LinkedIn](#)

 [Twitter](#)

 [Facebook](#)

## The Opportunity

### Who are we looking for?

We are seeking highly motivated, experienced ecologists over a range of grades to join the TEP Ecology Team in our Warrington office. This opportunity will appeal to ecologists with at least 3 years experience, looking for a consultant, senior or principal role and we are particularly interested in candidates who have technical skills in at least one of the following: botany/habitat surveying; biodiversity net gain; bat ecology (Level 2 bat licence holder); and ornithology.

You will work with a broad range of clients and development sectors across the UK which includes residential, urban regeneration, utilities infrastructure, commercial and leisure developments as well as projects associated with BNG off-site delivery, green infrastructure, conservation and restoration schemes and strategic level projects.

We are a close-knit team and as a member of our 40+ in-house ecology team you will be supported by your co-workers and our network of trusted sub consultants and will share in our strong ethos of knowledge sharing and professional development.

The role is suitable for office or 'hybrid working' with time split between home and office working. You will also be expected to travel from time to time, including staying overnight at different locations, to meet the requirements of projects.

## Role and Requirements

You will lead on and contribute to a wide range of projects, making use of your field survey, assessment and reporting skills and your knowledge of current best practice and the planning system. You will be responsible for ensuring the advice and recommendations resulting from survey and assessment work 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 have excellent project management skills and be able to organise your time effectively in order to ensure timely delivery or project tasks. You will be responsible for monitoring the financial performance of your designated projects. You will also lead on and contribute to the production of fee proposals for our work.

The successful candidate must be able to demonstrate:

- excellent management skills, overseeing a busy and varied workload, supervising field staff and coordinating project work with other professionals;
- attention to detail and accuracy, particularly in respect of quality assurance, delivery of contracts on time and within budget;
- high levels of written and verbal communication; and
- experience of attending meetings with clients and design teams.

## Qualifications

- ❖ Have a degree or equivalent in a relevant ecology discipline
- ❖ Associate or Full membership of the Chartered Institute of Ecology and Environmental Management (CIEEM) is desirable as is Chartership (for Principal positions).

## Experience

- ❖ Have proven experience scoping, designing, pricing and delivering on a range of ecological schemes in a development/ planning setting
- ❖ Can demonstrate experience of leading extended Phase 1 habitat and a range of protected species surveys
- ❖ Have FISC Level 4 or above and proven experience of higher level botanical surveys such as NVC, hedgerow, UKHab and BNG habitat condition assessment is desirable
- ❖ Demonstrable experience in Biodiversity Net Gain assessment including use of the Metric and developing habitat enhancement, creation and management strategies is desirable
- ❖ Holds a protected species licence (particularly a Level 2 bat licence), and has experience of designing and delivering licenced mitigation schemes is desirable for Senior and Principal positions.
- ❖ Experience producing a range of written assessments including desk based studies, technical reports, Preliminary Ecological Assessments and Ecological Impact Assessment
- ❖ Experience authoring ecology chapters of Environmental Statements and/or HRAs is desirable for Principal positions
- ❖ Can demonstrate experience of project management skills and experience of providing consistent, professional advice with an ability to communicate effectively and work collaboratively with colleagues, clients, planners and consulting with regulators.

## Attributes

- ❖ Self-motivated, able to manage a busy and varied workload, supervise field staff.
- ❖ Able to work independently and work collaboratively with other professionals.
- ❖ Excellent attention to detail, honesty, 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 (Senior and Principal positions)
- ❖ Hold a full driving licence and have access to a vehicle.