

Job Specification

Senior and Principal Ecologists



Location

Gateshead

(Hybrid working – minimum 40% in office; site visits required)

Job Type

Full-time, Permanent (flexible working available)

Salary

£32,000 - £46,500 pa depending on experience

Benefits

Click [here](#) to see some of our employee benefits

About Us

We are experts in the natural and historic environment, creative landscape designers and resourceful planners. We help shape and manage sustainable, successful places in both urban and rural environments.

Since its establishment in 1997, TEP's focus has been on supporting sustainable development by conserving and enhancing the natural and built environment.

We deliver valuable environmental advice through our core specialisms: Arboriculture, Ecology, Environmental Planning, Green and Blue Infrastructure, GeoSpatial Analysis, Historic Environment and Archaeology, Landscape Design and Landscape Management.

We have great clients in many sectors, including private developers, government agencies, local authorities and charitable trusts.

With over 150 staff dedicated to providing a high-quality and personal service across our five offices, we are ideally placed to support projects nationwide.

Our company values are Forward-Looking, Responsible, Enterprising, Supportive, Honest and Passionate. They are not only applicable to our projects but also underpin how we approach professional development.

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

To Apply

Please apply via the [TEP website](#) or send your CV and cover letter 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 recruitment@tep.uk.com

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, or support with the application process please do not hesitate to contact recruitment@tep.uk.com and we will arrange for an appropriate manager to call you.

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

 [LinkedIn](#)  [X](#)  [Facebook](#)  [Instagram](#)

The Opportunity

About the Role

Are you an experienced ecologist looking for progression in your career? If so, we're sure you'll find a happy home within the TEP Ecology team in our Gateshead office who are seeking an enthusiastic Senior or Principal ecologist to join our team and develop the ecology service in the north-east. This opportunity will appeal to ecologists with at least 4 to 5 years experience 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).

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

What you'll be doing

You will lead on and contribute to a diverse range of exciting and rewarding projects, making use of your strong field survey, assessment and reporting skills and your knowledge of current best practice and the planning system. This may involve supervising field staff and coordinating project work with other professionals as well as attending meetings with clients and design teams. You will be supported to build a project portfolio and strong client relationships in the north-east with the future ambition on growing the Ecology team in the Gateshead office.

You will be proactive in your approach to help our clients navigate the planning and licensing processes. 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

Why join us?

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

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 CPD providing informal and structured training and will support you in your career ambitions whether that be achieving a protected species licence or Chartered status. We encourage progression and support our team in developing leadership and management skills.

If you're passionate about making a difference and want to be part of a forward-thinking team, we'd love to hear from you!

Attributes

- ❖ Degree or equivalent in ecology or related discipline
- ❖ Membership of the Chartered Institute of Ecology and Environmental Management (CIEEM)
- ❖ Proven experience in scoping, designing, pricing and delivering ecological surveys and schemes in a development/ planning setting
- ❖ Demonstrable experience in project management and providing consistent, professional advice with an ability to communicate effectively and work collaboratively with colleagues, clients, planners and regulators.
- ❖ Demonstrable experience producing a range of written assessments including desk studies, technical reports, Preliminary Ecological Assessments, Ecological Impact Assessment and habitat and species mitigation and management plans.
- ❖ Experience authoring ecology chapters of Environmental Statements and/or HRAs is desirable for Principal positions
- ❖ Holding a protected species licence (particularly a Level 2 bat licence), and having experience of designing and delivering licenced mitigation schemes is desirable
- ❖ Having FISC Level 4 or above and proven experience of UKHab and higher level botanical surveys such as NVC, hedgerow as well as 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
- ❖ Able to work independently as well as collaboratively with other professionals.
- ❖ 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.