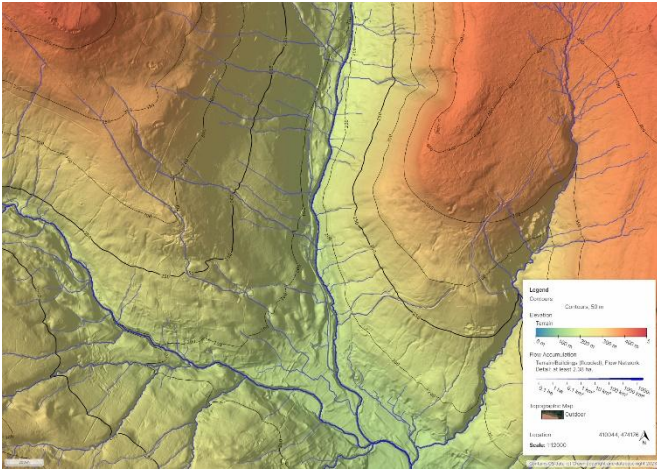


Job Specification

Graduate GIS Consultant



Location

Warrington, London, Gateshead or Market Harborough

Contract

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

Benefits

Flexible and Hybrid Working Professional Subscriptions

Salary

Competitive salary

Closing Date

Friday 31st October 2025

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 offering is based upon our core services: Planning, Environmental Assessment, Ecology, Eco-Hydrology, Heritage, Landscape Design, Landscape Management, Arboriculture and Geospatial. We are ideally situated to deliver these services nationwide from our offices in Warrington, Gateshead, Market Harborough, London and Cornwall. We have six 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. Our work is important to us and is underpinned by our core values, values that build upon the original thinking of our company's founders. At TEP we aim to be:

- ❖ Forward-Looking
- ❖ Responsible
- ❖ Enterprising
- ❖ Supportive
- ❖ Honest
- ❖ Passionate

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, 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](#) [Twitter](#) [Facebook](#)

The Opportunity

Who are we looking for?

We are seeking to recruit a Graduate GIS Consultant. This is an exciting consultancy opportunity which offers a chance to work on stimulating and challenging projects and further your own career and expertise in a supportive multidisciplinary practice. The opportunity is to join the TEP Geospatial team based in our Warrington, London, Gateshead or Market Harborough offices, supporting our business nationally. The role is suitable for office or 'hybrid working' with time spent working from home in addition to attending an office.

TEP have a proud history of working with and developing graduates, providing a 2-year development plan including in house and external training and Geospatial led Project experience. The TEP Training Academy offers new starters a full introduction to all TEPs services and provides both technical and professional training resources. The TEP Mentoring programme supports new starters and provides a means of sharing skills and supporting professional development. TEP also supports professional accreditation routes (including RGS) and the journey to this attainment through regular professional development review.

Role and Requirements

At TEP, we recognise that a picture paints a thousand words. We use GIS to describe our world in terms of its spatial relationships, patterns and trends. This applies as much to our social and built environment as it does to the natural environment. The GIS technology and knowledge we have are enormously powerful tools, which can provide insight and clarity to the world around us and can be used for strategic assessments, identifying priorities and needs within an area and helping decision-makers and focusing investment.

The Geospatial team are utilised throughout our services and projects, providing expertise for map production, spatial analysis, web mapping, integrated management systems and digital data management. We are looking for a Graduate GIS Consultant who has experience in working with the ESRI suite of applications. Ideally with good knowledge of ArcGIS Pro, ArcGIS Online and mobile data capture tools, including Field Maps.

The role will require the candidate to be able to manage spatial data capture, analyse survey data and produce interactive cartographic outputs and spatial analysis to demonstrate clear, concise, and well-presented information for a whole range of reports & clients. The successful candidate will take on a supporting role in large scale geospatial projects and collaborate with other TEP professionals to deliver multi-disciplinary jobs. An interest or understanding in any of the following services; ecology, hydrology, Green and Blue Infrastructure, natural capital, ecosystem services or carbon would be desirable.

We are looking for a candidate who can work with the Geospatial team and other professionals within TEP to help further our development within web mapping, spatial and statistical analysis, image classification, machine learning and application development. An understanding of GIS programming languages, mapping libraries and spatial databases would also be desirable.

Qualifications and Attributes

- ❖ We will be interested to hear from applicants with a Degree or equivalent qualification in Geographic Information Science, Environmental Science, or Geography or relevant consultancy experience.
- ❖ Interest and willingness to self-improve through continual learning, training, professional development and have strong communication skills.
- ❖ Ability to organise own time and to adapt to adjusting project timescales, whilst communicating clearly to team members and colleagues on task progress.
- ❖ A keen eye for detail and the ability to use cartographic skills to present spatial information clearly and precisely.

Essential

- ❖ Understanding of core GIS concepts and keen interest in cartography and mapping technology.
- ❖ Experience with using ESRI ArcGIS suite including ArcGIS Pro, ArcGIS Online and Field Maps.
- ❖ Experience of data management, web mapping development and spatial and statistical analysis.
- ❖ Evidence of working with the ESRI Extensions Bundle (e.g. Spatial Analyst, 3D Analyst extensions).
- ❖ Experience of other GIS Software including QGIS.
- ❖ Experience or understanding of remote sensing, image classification and machine learning.
- ❖ Experience in analysis and management of large complex datasets.

Desirable

- ❖ Experience or understanding of spatial databases (e.g. PostgreSQL, SQL, ArcGIS Server).
- ❖ Experience or understanding of ArcPy, Python, Model Builder, FME, Arcade.
- ❖ Understanding and awareness of front and back end programming languages (e.g. HTML / CSS, Java, React).
- ❖ Understanding of Mapping libraries and solutions (e.g. leaflet, ArcGIS API, OS API).
- ❖ An interest or understanding in any of the following services: Ecology, hydrology, Green and Blue Infrastructure, natural capital, ecosystem services or carbon
- ❖ Hold a full driving licence.

www.tep.uk.com