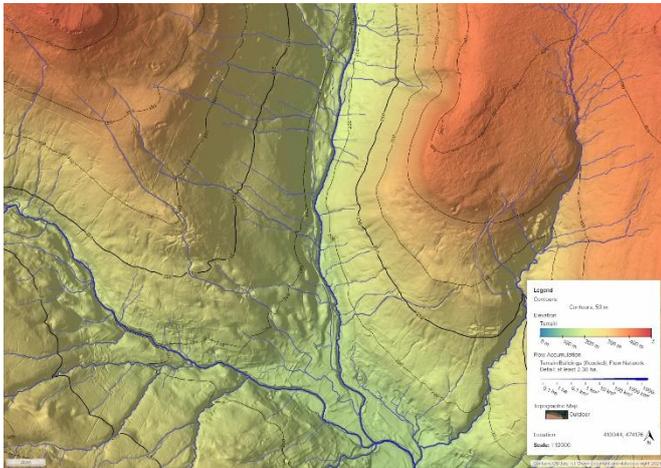


# Job Specification

## 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  
Full range of benefits available to view on request

### Salary

Competitive salary

### Closing Date

Friday 13<sup>th</sup> March 2026

## 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 150 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](http://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](mailto: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](mailto: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](mailto: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 to join our growing Geospatial Team. This is an exciting consultancy role offering the chance to work on stimulating and challenging projects while developing your skills and expertise within a supportive multidisciplinary practice. You will be based in one of our Warrington, London, Gateshead or Market Harborough offices, supporting projects across the UK. The role is suitable for office or hybrid working, combining time in the office with working from home.

TEP has a proud history of supporting and developing graduates. We provide a structured two-year development plan that includes in-house and external training, alongside project experience led by the Geospatial Team. Through the TEP Training Academy, new starters receive a full introduction to all our services and have access to a wide range of technical and professional learning resources. Our Mentoring Programme further supports new colleagues by encouraging skills sharing and professional growth. TEP also supports professional accreditation routes — including the RGS — and offers regular development reviews to help graduates progress towards professional recognition.

### Role and Requirements

At TEP, we recognise that a picture paints a thousand words, and we use GIS to help us understand the world through its spatial relationships, patterns and trends. This applies equally to the social and built environment as it does to the natural environment. Our GIS technology and expertise provide powerful tools that deliver insight and clarity, supporting strategic assessments, identifying priorities and needs, and helping decision-makers focus investment where it is most effective.

Our Geospatial Team works across all TEP services, providing specialist support in map production, spatial analysis, web mapping, integrated management systems and digital data management. We are seeking a Graduate GIS Consultant with experience of the ESRI suite, ideally with good knowledge of ArcGIS Pro, ArcGIS Online and mobile data capture tools such as Field Maps.

The role will involve managing spatial data capture, analysing survey data and producing clear, interactive cartographic outputs and spatial analyses for a wide range of clients and reports. The successful candidate will support large-scale geospatial projects and collaborate closely with colleagues across TEP. An interest or understanding of ecology, hydrology, Green and Blue Infrastructure, natural capital, ecosystem services or carbon would be advantageous.

We are also looking for someone who can contribute to the continued development of our capabilities in web mapping, spatial and statistical analysis, image classification, machine learning and application development. Knowledge of GIS programming languages, mapping libraries or spatial databases would 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, Network modelling tools and hydrological applications (Scalgo)
- ❖ 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.