

## Job Specification

### Consultant/Senior Ecology Project Manager

**Location**

Warrington/Market Harborough/remote  
(Hybrid working – minimum 40% in office)

**Job Type**

Full-time, Permanent (flexible working available)

**Salary**

Up to £41,500 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](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, or support with the application process 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:

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

# The Opportunity

## About the Role

Are you a Project Manager with ecological or related experience, ready to take the next step in your career? We're seeking an enthusiastic Consultant or Senior Ecology Project Manager to join the TEP Ecology team, with the role level aligned to your experience.

This role will suit Project Managers with around 3–4 years' experience in an ecological or environmental setting, who are keen to broaden their responsibilities and play a key role in the successful delivery of projects.

Working closely with our Principal Ecology Project Manager, you'll manage ecology projects for a wide range of clients across the UK. Our work spans the residential, urban regeneration, utilities infrastructure, commercial and leisure sectors, with opportunities to contribute to projects involving BNG off-site delivery, green infrastructure, conservation and restoration schemes, and strategic-level projects.

## What you'll be doing

You'll take responsibility for managing and delivering a diverse portfolio of ecology projects, applying your project management expertise in programme planning, financial control, resourcing and client engagement, alongside your understanding of ecological best practice and the planning system.

Your role will include:

- Coordinating and supervising field staff
- Working collaboratively with environmental and design professionals
- Attending and contributing to meetings with clients and design teams
- Supporting clients through the complexities of ecology within the planning process

You'll also have opportunities to contribute to fee proposals and support colleagues by providing guidance on project management queries.

Attributes
❖ Degree or equivalent in a related discipline
❖ A Project Management qualification is desirable but not essential
❖ Demonstrable experience delivering projects within ecology or a related field, providing clear, professional advice to clients
❖ Strong communication skills, with the ability to work collaboratively with colleagues, clients and stakeholders
❖ Sound knowledge of contract management and client-specific invoicing processes
❖ Highly organised, with strong planning skills and the flexibility to adapt to changing scopes and priorities
❖ Proactive and solution-focused in approach
❖ People-oriented, with the ability to engage, negotiate and work effectively with technical staff and clients
❖ Comfortable working independently as well as as part of a multidisciplinary team
❖ Full UK driving licence and access to a vehicle

## Why join us?

You'll join a close-knit, supportive team of over 40 in-house ecology professionals, backed by a trusted network of specialist sub-consultants. We value knowledge sharing, collaboration and professional development, ensuring you feel supported as you grow in your role.

TEP is a CIEEM Registered Practice, demonstrating our commitment to high professional standards and delivering the best outcomes for biodiversity.

We place a strong emphasis on continuing professional development, offering both informal and structured training. We'll support your career ambitions — whether that's gaining a project management qualification, developing your ecological expertise, or building your leadership and management skills.

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