

Job Specification

Principal/Associate Ecologist



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 seven 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. 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

Location

London/Market Harborough Area (Hybrid Working)

Contract

£34,000 - £50,000

Full-time; Permanent; Flexible Working
(part time will be considered)

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

Generous Group Pension Scheme

Investment in Professional Development

Health & wellbeing support

Team Socials

Corporate Social Responsibility (CSR) Opportunities

To Apply

Please apply through the 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 Kate Goodban.

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 Kate Goodban and she 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](#)

Kate Goodban

HR Advisor

01925 844004

kategoodban@tep.uk.com



The Opportunity

Who are we looking for?

We are seeking passionate, principled and highly motivated ecologists to join our vibrant and growing ecology team. We are particularly interested in individuals who have a track record in business development and managing client relationships, and a genuine interest in supporting colleagues to realise their career ambitions as we look to strengthen our services across the UK.

These opportunities will appeal to experienced Senior Consultants ready to make the next step, or someone already working at Principal/Associate level who is keen to develop their career by making a significant contribution and helping to shape the future of the team in a key senior and management role.

Successful candidates will be expected to travel from time to time, including staying overnight at different locations, to meet the requirements of projects.

You will be a member of our ecology team of over 45 in-house ecologists, supported by a network of trusted sub consultants. Our ecologists are a close-knit team, promoting knowledge sharing and supporting each other in delivery of surveys and assessments.

Role and Requirements

You will actively manage a wide range of field surveys. You will be responsible for ensuring the advice and recommendations resulting from these surveys 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.

Business development is a key aspect of the role and you will have demonstrable experience of winning work and to have enthusiasm to increase our technical capabilities and drive the business forward.

You will be TEP's lead ecologist in London/Market Harborough, supported by an established team of ecologists. As lead ecologist you will have autonomy to organise the ecology projects and should be able to independently organise your time and that of your team. You will report on a weekly basis to TEP's national ecology managers based in Warrington and Market Harborough and with support from the ecology team managers you will be responsible for monitoring the financial performance of all projects run from your designated office.

The successful candidate must be able to demonstrate:

- excellent line management and project 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 at a senior level.

Qualifications

- ❖ Have a degree or equivalent in a relevant ecology discipline
- ❖ We are interested to hear from applicants who are Chartered or who are eligible for Associate or Full membership of the Chartered Institute of Ecology and Environmental Management (CIEEM).

Experience

- ❖ Have proven experience scoping, designing, pricing and delivering ecologically complex schemes
- ❖ Experience producing a range of written assessments including desk based studies, technical reports, Preliminary Ecological Assessments and Ecological Impact Assessment.
- ❖ Experience authoring ecology chapter of Environmental Statements and/or HRAs is desirable
- ❖ 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.
- ❖ *Experience of Scottish ecological legislation is desirable for candidates working from Gateshead*
- ❖ Can demonstrate experience of leading extended Phase 1 habitat and a range of protected species surveys.
- ❖ Experience in Biodiversity Net Gain including using Metric 3.1 and developing habitat management strategies is desirable.
- ❖ Experience undertaking higher level botanical surveys such as NVC, hedgerow, or UK Habs is desirable but not essential.
- ❖ Holds a protected species licence, and experience of designing and delivering licenced mitigation schemes is desirable but not essential.
- ❖ Candidates with previous experience in winning work with new clients or in new markets is desirable but not essential.

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.
- ❖ Hold a full driving licence and have access to a vehicle.