



Consultant Ecologist

Glasgow

Ref 2021-01

Overview

Job title	Consultant Ecologist
Reporting office	Glasgow
Location	Glasgow home-worker – project work may be UK-wide
Grade and salary	Consultant Ecologist £19,000 - £26,500 per annum and pro rata, depending on experience and qualifications
Contract type	Fixed Term Appointment for 6 months in first instance. Extension thereafter dependent on performance and orderbook requirements.
Reporting to	Director (Scotland)
Additional information	Closing date: 5pm, 16 April 2021 Appointment start: Negotiable

Applied Ecology Ltd

- 1.1 Applied Ecology Ltd (AEL) is an independent ecological consultancy originally established in 2005. With offices in Cambridge and Glasgow, AEL operates throughout the UK, providing robust, pragmatic and solution-focused ecological expertise to support a broad range of sectors. We work on behalf of a large range of clients including commercial and residential developers, planning consultants, architects, larger environmental consultancies, utility companies, statutory agencies, planning authorities and private individuals. In 2011, the practice was awarded the Tony Bradshaw Best Practice Award by the (then) Institute of Ecology and Environmental Management, and in both 2018 and 2019 we were Highly Commended in the CIEEM Awards. We are a CIEEM Registered Practice.
- 1.2 For more information on AEL, and the services we offer, please visit our website <http://www.appliedecology.co.uk>.
- 1.3 The Glasgow office of AEL was established in 2012 and is currently a virtual office run out of the Hillington Park Innovation Centre. Our Scottish ecologists are all home-workers and always have been so (pre-covid), primarily based in Glasgow and Central Scotland, commuting to field sites across the country when required. We use office space and other facilities at Hillington Park as and when necessary. We are a friendly team, meeting regularly on site and/or at our respective home “offices”, as well as socially.
- 1.4 **Important note:** Although this post could be fulfilled by a home-working applicant based at any geographical location, claimable mileage and travel time for projects is calculated from our virtual



office or home (whichever is shortest), and team contact-time is usually also in Glasgow. Applicants based at some distance from Glasgow may therefore be at a disadvantage in terms of reimbursement of mileage costs, additional travel time outwith contracted hours, and/or team cohesion.

Overview of the role

- 1.5 We are seeking a Consultant Ecologist to support our Senior and Principal Ecologists in the delivery of a diversity of project work across Scotland and Northern England, and occasionally also in Southern England. Applicants with demonstrated competency in bats, botany or ECoW will be at an advantage.
- 1.6 This will be an excellent opportunity for a dedicated, hard-working and motivated ecological graduate who is open to new challenges and who wants to increase their knowledge and skills sets. You are likely to have a couple of years of consultancy experience under your belt, and be ready to move on to the next stage of independent project execution with greater fieldwork and reporting responsibilities. You will need to have high quality natural history skills and be accustomed to flexible/unsociable working hours, be approachable, organised and logical, with a pragmatic and mature attitude to work. Experience of remote/independent working is required (including with respect to fieldwork). We expect all staff to have involvement in all stages of a project's lifespan, as is appropriate to their skills and experience.
- 1.7 The role is expected to be full time, and a fixed term appointment (FTA) of 6 months in the first instance. However, we are also happy to discuss flexible working arrangements such as part time working, if this would suit applicants for the role better.
- 1.8 All AEL positions are subject to a probationary period. Retention beyond this period is dependent on performance review and order book.

Key tasks

- 1.9 The role will primarily involve:
 - unassisted completion of small preliminary ecological appraisals habitat surveys (Scottish EUNIS; Phase 1) in a range of environments, using at least a capable¹ level of plant ID and faunal appraisal skills, with recourse to and support from more experienced staff;
 - completion of more detailed faunal/habitat surveys where these fall within a capable level of competency, offering at least one taxonomic group at a capable level;
 - assisting more experienced staff on more detailed faunal/habitat surveys where only a basic level of competency can be proven, with a commitment to increasing competency over time where relevant;
 - processing of ecological field data (e.g., digitising, sound analysis etc.) where relevant;
 - producing, under guidance, well-written reports for checking by more senior staff;
 - assisting with the drafting of Ecological Impact Assessments, including consideration of mitigation and enhancement options;
 - organising own workloads to deliver project work on time and within budget;
 - managing certain aspects of projects as designated by the project manager;
 - accompanying more senior staff to meetings;
 - assisting with the preparation of tender documents.

¹ The terms basic, capable, accomplished and authoritative are used in accordance with the definitions within the CIEEM Competency Framework. More information can be found at: <http://www.cieem.net/competency-framework>



Person specification

Essential criteria

Qualifications and experience

- 1.10 The successful candidates must:
- have a relevant first degree in ecology or environmental management or substantial verified relevant experience;
 - have at least 2 years of relevant post-graduate employment experience in professional practice;
 - capable skills in Phase 1 Habitat Survey/Scottish EUNIS;
 - be literate in commonly used approaches to faunal survey in Scotland;
 - have a clean, full driving licence and access to a car for fieldwork purposes;
 - be at least a Qualifying member of CIEEM;
 - be fluent in the use of Microsoft office software (Word, Excel etc.).

Personal attributes

- 1.11 The successful candidates will:
- have excellent interpersonal and communication skills;
 - work efficiently independently but also effectively and flexibly as a member of a team;
 - be organised, reliable and thorough;
 - be physically fit and have a sense of humour.

Desirable criteria

- 1.12 It will be advantageous for candidates to have:
- a post-graduate degree or qualification in a relevant subject (ecology or environmental management);
 - NatureScot protected species licence(s);
 - basic competence in GIS;
 - a CSCS card.

Salary

- 1.13 Remuneration will be in the range of £19,000 - £26,500 gross p.a. depending on prior experience, for a 37.5 hour week. This will be pro-rata-ed in the case of any part time working.
- 1.14 AEL offers 25 days paid annual leave in addition to statutory holidays.

How to apply

- 1.15 If you meet the essential criteria listed above and are interested in applying for this role, you will need to submit:
- a completed competency evidence form for position 2021-01 (please email rachel.hirst@appliedecology.co.uk to request this);
 - a 2-page CV;



- a covering letter stating clearly why you think you would be suitable for this role;
 - the names, email addresses and phone numbers for two professional referees.
- 1.16 Completed applications should be emailed to rachel.hirst@appliedecology.co.uk stating the appropriate job reference number.
- 1.17 The closing date for applications is 5pm on Friday 16 April 2021.
- 1.18 Please note that unfortunately it is unlikely that we will be able to respond personally to all applicants after the closing date.
- 1.19 Enquiries via recruitment consultants will not be considered.

