**Job Description**

**Role title: Botanist**

**Reports to: Principal Consultant**

**Grade: Senior**

**Sector: Land**

**Division:** **Terrestrial Ecology UK**

**Purpose / Scope of role**

APEM are looking for an experienced and ambitious Botanist to join our Natural Capital Team within the Terrestrial Ecology Division. Natural Capital is a growing area within ecology, and you will be joining the team at an exciting time as we develop this service and work within this growing team.

Natural Capital covers a wide range of disciplines, and we understand that the right candidate will bring their own technical specialisms to our team. You will also work closely with our terrestrial ecology team, providing support on projects with complex botanical elements.

You will be a confident botanist, with FISC accreditation to at least level 4 (or equivalence), and will be able to share your knowledge to help develop other members of the team and their botanical skills. You will have significant experience completing UKHab surveys, as well as Phase 1 habitat surveys and will have had some exposure to condition assessments used alongside the Statutory Biodiversity Metric. Experience of NVC surveys and potentially CSM condition monitoring surveys would also be advantageous.

In this role, you will be supporting the delivery of a range of projects from small site surveys to large landscape projects through a combination of field and desk-based work. You'll be producing reports to a high standard and working on new tender opportunities as well as liaising with clients. With the support of our experienced team, you'll develop your skills and experience, with continued professional development and career progression being a key focus of our team.

By joining APEM Ltd you will be working within an experienced team of both terrestrial and aquatic scientists who deliver a wide variety of projects across the UK for environment and conservation agencies, water industries, energy industries and supporting services, amongst others. You will have the opportunity to guide your own career development, with support from the department head, within Natural Capital and its interlinking disciplines.

**What success looks like in this role**

During this role you will continue to expand your botanical knowledge and skills by undertaking surveys and assessments. You will also develop further skills in Natural Capital and terrestrial ecology, using appropriate tools and metrics where required. Management of your own projects and supporting tendering and business development will increase your exposure to client liaison and interaction. You will have the responsibility of meeting deadlines and providing specialist ecological and environmental advice, with support where needed. A successful candidate will be able to support junior members of the team working on complex projects.

**Key Responsibilities**

* To undertake botanical surveys, Phase 1 habitat and UKHab surveys, NVC and reporting, including condition assessments for BNG.
* To mentor more junior consultants through field work and practical training sessions
* To manage desk-based studies and write high quality ecological reports within tight deadlines.
* To independently manage projects and meet client demands.
* To contribute to tenders and frameworks for new project opportunities.
* To produce reporting outputs including mapping and modelling using QGIS or ArcGIS.
* To review more junior consultants’ work and provide feedback and mentoring.
* To complete all work in accordance with APEM’s health and safety protocols and procedures.
* To carry out any additional activities that may be reasonably required or requested.
* To take reasonable care for the health and safety of yourself and others; make use of the tools, equipment, training and resources; and actively engage with colleagues at all levels to contribute to the continuous improvement of health and safety management.
* Complete mandatory health and safety training modules and any that are specific to your role.

**Skills/Knowledge/Experience/Qualifications**

**Essential** -

* Associate or Full Membership of CIEEM or IEMA (or be eligible to obtain).
* Significant experience with UK botanical identification (ideally FISC level 4 or equivalent skill level).
* Experience of competing NVC surveys.
* Knowledge and experience of UK Habitat Classification surveys and Phase 1 habitat surveys.
* Experience of report writing to a high standard with proven track record of submission of planning related documents or science lead technical papers.
* Sound knowledge and practical application of UK environmental and wildlife legislation.
* Strong organisation and communication skills & can work effectively individually and as a team.
* Experience of-coordinating field surveys, managing budgets, client liaison.
* Ability to travel across the UK, with some requirement for overnight stays.
* A full UK driving licence.

**Desirable** -

* A minimum of a Bachelor of Science Degree in an environmental or ecological subject, with specific practical training in natural capital survey and assessment techniques and/or environmental metrics.
* Experience of managing projects and / or sections of larger scale projects.
* Experience with UK faunal identification.
* Experience of providing training, either in the field or workshop delivery.
* Experience in using the Statutory Biodiversity Metric and its associated condition assessments.

**Our Values**

Our most important assets are our people who work here. We all work as one team and rely on each other. We wish to create a working environment to which our people are proud to belong, by maintaining our values at the forefront of everything we do. These values are:

* Integrity – We do the right thing
* Quality – Quality in everything
* People - We care
* Forward thinking – We focus on the future
* Positivity – We believe we can
* Fairness – We champion equality

**Our WOW Factor**

When home became work, we learned that flexibility, understanding and balance allowed us all to move forward and grow together. So, no matter where you’re based, the hours you keep, the toddlers you have to entertain, or outside interests that help with your wellbeing we’re committed to our Ways of Working (WOW) with each other so we can continue to be our best.

**You belong**

We recognise that everyone’s story is different. The opportunities, experiences and challenges faced in life shape who we are, and we understand that these are the things that make us individual and unique. Embracing our differences means we’re able to approach what we do from every angle.

Inspiration and insight can come from anywhere, and no matter your history or choices in life, we empower our people to be their best, so we can be our best, together. **We welcome the whole you.**