Job Description – Consultant Ecologist – Terrestrial Ecology

# Role title: Consultant Ecologist Location: Scotland (Hybrid)

The role is site and office based. There will be a requirement for travel to sites across Scotland and the wide UK to conduct ecological surveys. There may be the occasional opportunity to complete fieldwork further afield in Ireland.

# Purpose / Scope of role

APEM Ltd are hiring a Consultant Ecologist in Scotland to expand our terrestrial ecology services. As a Consultant Ecologist you will work closely with the team’s Senior Ecologists to deliver high quality ecological services to a range of clients across the south. The purpose of the role is to undertake terrestrial ecology site work and support in the preparation and writing of reports via data processing, analysis, and interpretation.

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 work with cross-cutting expertise, not only in the terrestrial sector, but in fisheries science, hydrology, hydro/geomorphology, and water quality sectors.

# What success looks like in this role

During this role you will continue to expand your terrestrial ecological knowledge and skills by leading protected species and habitat surveys and gaining one or more protected species licences. Management of your own small-scale projects will increase your exposure to client liaison and interaction. You will have the responsibility of meeting tight deadlines and providing specialist ecological advice. A successful candidate would be looking to progress to a Senior Ecologist after approximately three years’ experience where they would support junior members of the team and work on complex ecological projects.

# Key Responsibilities

* To undertake terrestrial ecology survey work and site visits including Preliminary Ecological Appraisals, Preliminary Roost Assessments and protected species surveys (e.g. bats, birds, reptiles).
* To complete desk-based studies and write high quality ecological reports within tight deadlines.
* To independently manage small-scale ecology projects and meet client demands.
* To contribute and compile tenders for new ecology project opportunities.
* To conduct client facing surveys including Ecological Clerk of Works role.
* To produce reporting outputs including ecological maps using QGIS or ArcGIS.
* To provide project support to APEM Ltd.’s wider terrestrial ecology team by collating and analysing ecological survey data.
* To complete all work in accordance with APEM Ltd. health and safety protocols and procedures.
* To assist with the development of APEM Ltd’s terrestrial ecology capability.
* To carry out any additional activities that may be reasonably required or requested.

# Skills/Knowledge/Experience/Qualifications Essential -

* Have Qualifying/Associate Membership of CIEEM (or be eligible to obtain).
* Degree or postgraduate degree in relevant subject, with a strong academic record.
* Experience conducting Phase 1 Habitat and / or UK Habitats Classification surveys.
* Experience of writing Preliminary Ecological Appraisals and / or protected species survey reports.
* Experience of protected species surveys (e.g. dormice, bats, GCN, otter, water vole, birds etc.).
* Sound knowledge and practical application of UK environmental and wildlife legislation.
* Strong organisation and communication skills & can work effectively individually and as a team.
* Ability to travel across the south of England (and potentially further afield when required), with some requirement for over-night stays.
* A full UK driving licence.

# Desirable -

* Botanical ID skills including experience or training in National Vegetation Classification (NVC).
* Hold at least one protected species survey licence.
* Experience using Geographical Information Systems to produce professional maps.
* Experience of managing small-scale projects and / or sections of larger scale projects.
* Experience of delivering client facing tasks such as Ecological Clerk of Works.
* Ability to use Kaleidoscope and / or Bat Explorer to complete bat analysis.

# Our Values

Our most important assets are our people who work for the firm. 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.**