



envirotech

**Ecological Consultants
Environmental and Rural Chartered Surveyors**

Assistant Ecologist - Job Description

Role Title:	<p>Assistant Ecologist</p> <p>Envirotech is seeking to employ an Assistant Ecologist. We are based in South Cumbria in the North West of England between the Lake District and Yorkshire Dales National Park. The company provides ecological and land based consultancy services across both the public and private sector. We have a wide variety of different project types throughout the UK. We actively support and promote the technical and personal development of our staff.</p> <p>The successful candidate will be expected to be able to work in a self-directed manner to tight deadlines. A keen interest with some experience of protected species is important; the post would suit someone working towards their Great Crested Newt or Bat survey license. Specialism in different taxonomic groups would also be welcomed. A comprehensive understanding of the UK regulatory system in respect of wildlife would also be advantageous.</p> <p>The post will suit a graduate in the ecology field looking for their first job after having completed a voluntary placement with a wildlife/countryside charity or work experience with another consultancy firm.</p>
Business Name:	Envirotech NW Ltd, The Stables, Hale, Milnthorpe, Cumbria LA7 7BL
Conditions/ Salary	<ul style="list-style-type: none">• Starting with a 6 month contract, which will then be reviewed to progress to a permanent contract.• Full time.• Salary - £20,000 per annum on a pro rata basis. Overtime can be taken as time off in lieu in Winter or we pay a hourly rate based on your annual salary.• National statutory pension contributions via the Nest Pensions scheme.• 37.5 per week.• Holiday: 28 days (including public holiday on a pro rata basis).• Location: Hale, near Milnthorpe, South Cumbria and surrounding areas.• Responsible to Andrew Gardner and Hannah Gardner.

About Us:

Envirotech is a family firm of Ecologists and Rural Practice Chartered Surveyors based in South Cumbria. We work throughout the UK but are focused on the North West, have an established client base, an excellent range of project experience and offer expertise across all specialisms in ecology and environmental land management. Past clients include Morrisons and Booths Supermarkets, Cumbria County Council, United Utilities, Evans Property Group, The National Trust and Network Rail via work with Construction Marine Limited.

Envirotech work with protected species including mitigation (for example bats, Great Crested Newts, badgers and otters) and ecological consultancy (woodland surveys, Phase 1 Surveys, BREEAM assessments, EclA).

Envirotech offers clients a pragmatic approach with an established background in ecological consultancy and in addition a full understanding of wider issues in the rural environment with both Directors being Rural Practice Chartered Surveyors.

We value and promote teamwork and personal development within a supportive environment. We aim to continue to expand whilst maintaining excellent levels of ecological expertise and client service.

Overall Purpose of the Role:

To assist with our on-going ecological survey programmes dealing with protected species and sites primarily in the North of England and throughout the UK.

The successful candidate will be expected to be able to work in a self-directed manner to tight deadlines. A keen interest with some experience of protected species is important; the post would suit someone working towards their Great Crested Newt or Bat survey license. Specialism in different taxonomic groups would also be welcomed. A comprehensive understanding of the UK regulatory system in respect of wildlife would also be advantageous.

The post will suit a graduate in the ecology field looking for their first job after having completed a voluntary placement with a wildlife/countryside charity or work experience with another consultancy firm.

We can offer the successful candidate flexible working (with time off in lieu for extended working hours) and up to 28 days' annual leave (including public holiday on a pro rata basis). The successful candidate will be encouraged to pursue their own interests within the ecology sector.

Other Useful Information:

A lot of UK wildlife is nocturnal and therefore between Mid March and mid October we work split shifts.

This means that half of your day would be in the office writing reports for example and the other part of the day would be going out on site for dusk to complete bat surveys and in spring we also complete newt surveys in the evening. Sometimes we also complete dawn bat surveys meaning we have to be on site very early in the morning.

These hours change through the season in line with dusk and dawn times and therefore in the middle of summer we may not get back to the office until 11pm. Envirotech is flexible on how staff work their hours, for example you can have the morning off and then not come into the office until 2pm or you can work in the office in the morning, have the afternoon off and then come back for the evening bat survey. In the peak ecology season we work 5 nights a week depending on the weather.

When we work outside our local area our work may include occasional overnight stays away from home.

Due to the unusual hours of the post we would advise that that it would be advantageous for successful candidate to live within a 30 minute drive of the office.

Our work often means that overtime is generated and therefore this can be taken as time off in lieu in Winter or we pay a hourly rate based on your annual salary. Staff in the past have taken three to four weeks off in winter and gone traveling for example.

Selection methods:

The selection of new staff will be based on the job requirements and the individual's suitability and ability to do, or to train for, the job in question. Person specifications and job descriptions will be limited to those requirements that are necessary for the effective performance of the job. Candidates for employment, promotion or transfer will be assessed objectively against the requirements for the job.

With disabled job applicants, the Company will have regard to its duty to make reasonable adjustments to work provisions, criteria or practices or to physical features of work premises or to provide auxiliary aids or services in order to ensure that the disabled person is not placed at a substantial disadvantage in comparison with persons who are not disabled.

Main Duties and Responsibilities:

Reporting to the company directors the applicant will be involved with,

- Bat surveys including Daytime and Night-time Inspections, Emergence Surveys and Basic bat identification both from sight and bat detector.
- Badger, amphibians, otter, botanical and Phase 1 habitat surveys, Invertebrate sampling and identification, Ecological Impact Assessment's.
- Site vary from building sites, redundant buildings, remote farms, farmland, woodland, lakeshore, rivers and streams, residential houses, hotels, offices, hospitals and railway lines.
- Report writing- Survey writing up including habitat type analysis, interpretation of satellite images, building construction descriptions, mapping survey results using MapInfo, bat activity reports and basic mitigation provision.
- Client/sub-contractors liaison and being the lead ecologist on some projects.
- From time to time we volunteer for South Cumbria Rivers Trust and work has included white-clawed crayfish rescues, electro-fishing, and getting involved with reed beds translocations.
- From time to time you may get involved with our in-hand project Ellers Meadow.

Essential Requirements:

- Excellent field skills and a keen interest and understanding of UK wildlife and botany.
- Some experience of ecological projects preferably involving surveying for and knowledge of European Protected Species.
- Ability to produce well-written reports using full range of MS Office software.
- Full UK driving licence and sometimes being prepared to drive long distances. Sometimes you may need to use your own car and therefore you will need to make sure your insurance covers business use.
- Experience of working with a wide range of clients.
- A Level biology and/or a degree in ecology or closely related subject.

Advantageous:

- Specialism in bat and/or Great Crested Newts ecology holding Natural England European Protected Species Licence for bats.
- Knowledge of all key environmental law, basic understanding of the planning system.
- Basic understanding of Mapinfo/GIS.

- Specialism in ornithology and/or botany.
- Other Protected species licences.
- Experience of working with Natural England, including experience of EPS licensing.
- Project management skills.
- IEEM membership (or eligibility for joining)

Attributes	Essential	Desirable
Work Experience	<ul style="list-style-type: none"> • Some form of industrial, volunteer or charitable work 	<ul style="list-style-type: none"> • Experience in the ecology sector, protected species license or work with protected species
Education/Qualifications	<ul style="list-style-type: none"> • A Level Biology or equivalent e.g. National Diploma • Graduate of ecology or similar field 	<ul style="list-style-type: none"> • Natural England Protect Species Licence for Bats and/or Great Crested Newts • Attendance on short courses on ecology/ wildlife management and surveying.
Skills/Abilities	<ul style="list-style-type: none"> • UK plant and animal identification • work in a self-directed manor to tight deadlines • Ability to record data efficiently and methodically • Analytical skills • Report writing and Computer skills in Word, Excel, and MapInfo 	<ul style="list-style-type: none"> • Good species identification skills from both sight or field signs

Other

- Able to work at night (bat surveys)
- Good communicator both written and verbal
- Able to engage effectively with a variety of clients in a friendly manner
- Able to work on own initiative.
- Able to climb ladders to access building spaces/working at heights.
- Travel between the office and remote areas is required, so a full driving licence is needed.
- Own vehicle / Access to a vehicle.
- Flexible and adaptable
- Willing and able to visit other locations on company business (if necessary).