

NICHOLSONS

Leading solutions for the natural environment

PRINCIPAL ECOLOGICAL CONSULTANT

40 hrs per week, Monday to Friday | Salary £40,000 - £50,000 dependent on experience

Based in North Aston, Oxfordshire OR Corby, Northamptonshire

Nicholsons are recruiting for a Principal Ecological Consultant to support the ecology team with the delivery of client projects, by providing a technical and professional lead in all aspects of your work. Promoting opportunities for training and development across the team through mentorship and inclusion will be key, as well as supporting the wider company in encouraging cross team interaction and knowledge sharing.

The role will encompass:

- Preparation of reports, including more technical aspects of planning work such as input into EIA documents, Habitat Regulations Assessments and Biodiversity Net Gain Assessments.
- Responsible for sales generation and customer-base growth.
- Preparation and/or input into fee proposals including more complex scopes of work for larger, multidisciplinary projects.
- Project management role, to include delegation, supervision and mentoring of others within the ecology team, as required.
- Supporting the ecology team with survey work, whether this be as part of a technical expertise or on complex projects.
- Leading on project liaison, including engagement with stakeholders, and meeting attendance. Provision of sound technical advice to clients, including complex projects.
- Quality control of documents prepared by senior consultants and/or other members of the ecology team, as required.
- Line and team management of senior consultants to include regular staff appraisals and liaison with Human Resources, as appropriate.
- Responsibility for resourcing teams in terms of both personnel and equipment, including identification of gaps in resourcing and supporting human resourcing with advertising and interviews.
- Support the Head of Ecology with ensuring compliance with best practice across the team, this may include preparation and amendments to templates, review of systems and procedures.
- To support the sales and marketing department with their business development activities.
- Keep informed with new advances in ecology consultancy, including identifying requirements for further training within the team, and delivering on the implementation of new systems and structures to instigate wider business development.
- Participate in industry/company events and engage with interest groups to further skill sets of personal interest.
- Provide support to the company in delivering CPD to third parties and providing direct CPD within the ecology team and wider company.

Successful candidates will:

- Have a passion for the protection and enhancement of our planet.
- Hold a degree in ecology, environmental science or similarly related subject.
- Hold at least one protected species licence.
- Experience in site appraisal, with demonstrable botanical ID skills (ideally FISC Level 3 or above).
- Proven experience of project management, including larger and more complex sites.
- Experience of managing survey teams and/or subcontractors.
- Experience of being a named ecologist, alternative contact or accredited agent within a species mitigation licence.
- Be a full member of CIEEM or eligible to apply for the same.

What do we offer?

- A competitive salary, discretionary annual bonus and pension scheme.
- Travel expenses plus breakdown cover.
- 25 days annual leave, plus bank holidays, rising to 26 days after 2 years' service.
- Death in service scheme.
- Time off in lieu scheme to recognise a healthy work-life balance.
- CPD and training opportunities.
- Membership fees and subscriptions to relevant professional bodies covered by the company.
- Discount to The Yurt restaurant, Plant Centre and Rosara furniture.
- 24/7 access to online, telephone and video GP appointments.
- 1 weeks use of a choice of holiday homes (Scotland, Wales and France).
- Annual company social events for staff and their families.

To apply please email your CV and covering letter to rachel@nicholsonsgb.com.

Creativity • Dedication • Passion for our Planet



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