



BIODIVERSE
CONSULTING

ECOLOGY INTERN

APPLICANT PACK

SPRING 2024



HELLO

Thank you for your interest in Biodiverse Consulting.

We are a fast growing environmental consultancy, working on development projects across the residential, retail, infrastructure and renewables sectors throughout the UK, delivering ecology survey, assessment and consultation services.

Firmly established as innovative problem solvers, we are in our next phase of business development with a huge demand for our creative and strategic Biodiversity Net Gain alongside the more traditional ecology services.

We are seeking a motivated and talented ecology intern to join our busy team on a placement year. You will be studying zoology, ecology or closely related subject at university and be looking for an exciting opportunity to work in a consultancy setting, supporting the team where required, on complex, high-profile and interesting projects.

Joining our talented team you will share our commitment to our core values of integrity, adaptiveness, collaboration, creativity, and passion in all that we do.

Having worked in the environmental sector for over 25 years we recognise the pressures and demands that working in this sector can create, which is why we are committed to ensuring our employees are fully supported and nurtured professionally and personally. We offer flexible working patterns and the opportunity to work in our beautiful offices at Dissington Hall, surrounded by wildlife. Our friendly and supportive working environment is a great space to further develop your technical skills, build your career, and work with great people with a shared purpose.

This pack describes the position in more detail and the key attributes we are looking for, alongside an overview of what you can expect from us. **Your application should take the form of a CV and cover letter detailing why your experience, knowledge and skills make you ideal for the placement. Send to talent@biodiverseconsulting.co.uk**

I look forward to hearing from you and if you'd like an informal chat then please get in touch.



Vicki Mordue | Managing Director

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JOB DESCRIPTION

| | |
|-----------------|---|
| POSITION | ECOLOGY INTERN |
| LOCATION | OFFICE BASED (NEAR NEWCASTLE) + HOME WORKING |
| SALARY | NATIONAL MINIMUM/LIVING WAGE |
| HOURS | FULL TIME |
| TERM | FIXED TERM |
| BENEFITS | HYBRID WORKING FLEXIBLE WORKING PATTERNS PROFESSIONAL MEMBERSHIP |

ROLE SUMMARY

To organise and participate in a variety of ecological surveys over the placement period and supporting ecological clerk of works roles where required.

You will be key to the planning, preparation and smooth running of surveys including sub-contractor management and supporting the ecology team in resourcing and delivering projects in a safe and professional manner.

| ROLE RESPONSIBILITIES | |
|-----------------------|--|
| 1 | Survey planning and organisation of resources including sub-contractors and kit |
| 2 | Sub-contractor management and communications |
| 3 | Field survey management including compilation, distribution and collation of survey forms, risk assessment and working method statement production |
| 4 | Field surveys for protected species including newts, bats, reptiles, badgers, otter, breeding bird checks and others as directed/trained |
| 5 | Deployment and collection of survey equipment including bat remote detectors and cameras |
| 6 | Survey access arrangements with clients and police |



| ROLE RESPONSIBILITIES | |
|-----------------------|---|
| 7 | Ecological Clerk of Works |
| 8 | Bat call analysis and collation of results in a format ready for reporting on |
| 9 | GIS map production |
| 10 | Adherence to Health and Safety policies and practices, including Risk Assessment production |
| 11 | Supporting the team in report writing and data management as required |
| 12 | Website and social media management |

PERSON SPECIFICATION

You will be studying zoology, ecology or closely related subject at university.

Some experience of field surveying in an ecology consultancy setting would be an advantage.

You will have a knowledge of protected and priority species survey techniques alongside preliminary ecological appraisal.

You will have a proactive attitude alongside excellent organisation and communication skills and willingness to work unsociable hours.

You will be proficient in Office 365 and have CIEEM membership (Graduate).

| DESIRABLE EXPERIENCE |
|--|
| Desirable to have experience/understanding of ecology/environmental/consultancy sector |
| Report writing |
| QGIS use for map production |
| Preliminary Bat Roost Assessment experience |
| Protected Species Surveys (Great Crested Newt, bat and badger) |
| Client liaison |
| Bat call analysis and reporting |
| Sub-contractor management skills (including financial management) |
| Logistics / survey planning |

**KNOWLEDGE**

Knowledge and application of wildlife and habitats legislation

Understanding of field survey methodologies for a range of protected species including bat and Great Crested Newt

UK and EU legislation, planning policy and best practice

**ESSENTIAL
SKILLS & QUALIFICATIONS**

You will be studying Ecology, Environmental Science, Zoology, Environmental Management or closely related subject

CIEEM membership (minimum Graduate)

PERSONAL QUALITIES

Ability to work independently

Good organizational skills, time-management skills, attention to detail and strong initiative

Able to meet tight deadlines and prioritise own work to exceed client expectations

Excellent oral and written communication skills

Ability to maintain client and commercial confidentiality

Self-starter with a can-do attitude

Prepared to work unsociable hours and occasional weekends

Full UK driving licence and access to own vehicle



YOUR OFFER

- A great opportunity to be immersed in a busy, growing consultancy
- A dedicated training and development budget to support your growth
- Professional environmental membership
- Flexible working hours & annualised Time off in Lieu
- Grade II listed offices near Newcastle-upon-Tyne surrounded by wildlife
- Winter working hours to reflect the changing seasons and the effect on our work
- 22 days holiday plus bank holidays + an additional day off on your birthday

OUR VALUES

Delivering quality services with a positive environmental impact is at the heart of everything we do. We are creative problem solvers, client focused and with a genuine belief that development can deliver environmental gains that balance business and biodiversity.

We truly believe in supporting sustainable placemaking that benefits communities, people and nature. And that's why we partner with businesses, the public sector and charities to create positive change that makes a tangible difference to our world.





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