



BIODIVERSE
CONSULTING

**SENIOR ECOLOGIST,
NATIONAL BNG &
PLANNING LEAD**

APPLICANT PACK

APRIL 2026



HELLO

Thank you for your interest in Biodiverse Consulting. Launched in 2019, Biodiverse Consulting has grown rapidly to become one of the UK's leading providers of biodiversity and ecology consultancy to the built environment and construction world. We work with a range of national clients (including major retailers, housebuilders, utilities providers and major charities) to enhance nature and biodiversity.

Our 28-person team is made up of experienced environmental experts and support staff who are committed to exemplary and sustainable placemaking that benefits communities, people and nature. Our head office is located in a stunning Grade II listed building in Newcastle, and in 2025 we expanded with the opening of new offices in Kent.

We are seeking a motivated, talented, professional Senior Ecologist, National BNG & Planning Lead to join our consultancy team, offering creative solutions that benefit both business and nature. This is an amazing opportunity to shape and deliver traditional and non-traditional biodiversity services within a growing environmental consultancy.

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.

We are committed to ensuring our employees are fully supported and nurtured professionally and personally. Our friendly and supportive working environment is a great space to further develop your 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 required, 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 role.

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
+44(0)191 303 7805 | talent@biodiverseconsulting.co.uk



JOB DESCRIPTION

POSITION	SENIOR ECOLOGIST, NATIONAL BNG & PLANNING LEAD
LOCATION	HYBRID/REMOTE DEPENDING ON LOCATION
SALARY	£40,000 - £50,000 PRO RATA (DEPENDENT ON EXPERIENCE)
HOURS	FULL TIME (37.5 HOURS PER WEEK)
TERM	PERMANENT
BENEFITS	HEALTH INSURANCE HYBRID WORKING FLEXIBLE WORKING PATTERNS PROFESSIONAL MEMBERSHIP EXTENSIVE TRAINING & DEVELOPMENT SUPPORT ANNUAL PROFIT SHARE BONUS

ROLE SUMMARY

A Senior Ecologist focused on Biodiversity Net Gain (BNG) and Planning typically leads the ecology aspects of planning projects, ensuring that proposed developments leave a net positive impact on the environment. This involves assessing existing ecological conditions, evaluating the potential impacts of development, and developing mitigation measures to enhance biodiversity.

As a senior member of the ecology team, you will be responsible for the management and safe delivery of a range of complex and interesting projects on time and on budget, working with clients, collaborators, and sub-contractors, where required.

You will work with clients, colleagues and collaborators in a professional, competent and friendly manner and deliver work within and adhering to Biodiverse Consulting’s framework of policies and procedures.

ROLE RESPONSIBILITIES	
1	Conduct thorough assessments of existing biodiversity, habitat conditions, and ecological features to determine the baseline for BNG calculations
3	Provide expert advice on ecological planning matters, helping to integrate biodiversity considerations into the planning process



ROLE RESPONSIBILITIES

4	Design and implement habitat enhancement projects, including creating new habitats, restoring degraded areas, and managing existing ones to achieve net positive biodiversity gains
5	Respond to planning consultations, providing expert ecological input and ensuring that planning proposals adequately address ecological considerations
6	Collect, analyse, and interpret data related to ecology, biodiversity, and environmental conditions
7	Prepare detailed reports on ecological assessments, BNG calculations, and proposed mitigation measures
8	Work closely with other professionals, including planners, developers, and consultants, to ensure that ecological considerations are integrated into planning projects
9	Ecology service design, input and continuous improvement
10	Promotion of services and company via digital media, including website and social media
11	Adherence to company Health and Safety policies, practices, processes and procedures

KEY AREAS OF FOCUS

1	Aims to ensure that development projects leave a net positive impact on biodiversity
2	Developing plans to create new habitats or restore degraded areas to enhance biodiversity
3	Identifying and enhancing networks of habitats to facilitate the movement of wildlife and support habitat bank creation and recommendations
4	Assessing the potential environmental impacts of development projects and developing mitigation measures



PERSON SPECIFICATION

As a Senior Ecologist, National BNG & Planning Lead, you will bring extensive consultancy experience and a strong understanding of BNG legislation, ecological planning policy, and habitat and species management. You will lead on Biodiversity Net Gain (BNG) strategy and implementation, conducting thorough baseline assessments, designing measurable and effective enhancement plans, and ensuring compliance with national BNG requirements across a variety of development projects.

Your expertise in ecological planning will be central to the role, providing strategic advice to clients and stakeholders, responding to planning consultations, and contributing ecological input to planning applications and Environmental Impact Assessments (EIAs). A proven ability to analyse ecological data and produce detailed, high-quality reports covering BNG calculations, mitigation measures, and habitat management plans is essential.

You will collaborate with internal teams, developers, planners, and external consultants to embed biodiversity considerations into the design and delivery of projects. Experience in protected species licensing, including the design and implementation of mitigation schemes, is desirable. In addition, you will contribute to the development and promotion of ecology services, support continuous service improvement, and ensure strict adherence to Health & Safety procedures.

Membership of CIEEM is a prerequisite. The person specification details the key attributes that are essential for the post and there will be a requirement to evidence these at interview. You must be eligible to work in the UK.

EXPERIENCE & KNOWLEDGE

Min. four years working in ecology consultancy

Experience with BNG methodologies, assessments, and planning regulations Knowledge of planning legislation, environmental impact assessments, and other relevant regulations

A strong understanding of ecological principles, biodiversity, and conservation

Strong communication skills, the ability to work effectively with a range of stakeholders, and a collaborative approach to project delivery

Report writing and technical review

Proficient use of Office 365



QUALIFICATIONS & MEMBERSHIPS

Degree or equivalent in Ecology or related field

CIEEM membership (min Associate.)

PERSONAL QUALITIES

Strong time management & levels of personal organisation

Motivated, and able to use own initiative

Able to meet often tight deadlines and prioritise own work and that of team, to meet/manage client expectations

Ability for critical thinking and application of ecological knowledge to achieve the best possible outcomes for people and wildlife

Excellent oral and written communication skills, including attention to detail in all aspects of the role

Ability to maintain client and commercial confidentiality

Prepared to work unsociable hours and occasional weekends

Full UK driving licence and access to own vehicle

YOUR OFFER

- A rare opportunity to shape and influence a growing consultancy both in terms of the services we offer and the team we build
- A dedicated training and development budget to support your growth
- Health insurance covering virtual GP appointments, employer wellbeing, physiotherapy
- 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
- Performance-related bonus scheme
- 22 days holiday plus bank holidays + an additional day off on your birthday
- Pension scheme



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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