



BIODIVERSE
CONSULTING

ASSISTANT ECOLOGIST

APPLICANT PACK

OCTOBER 2025



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 25-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. Based in a stunning Grade 2 listed building, set in a beautiful country estate near Newcastle upon Tyne coming to work is a pleasure!

We are seeking a motivated and talented Assistant Ecologist to join our busy team. You will be a recent graduate looking to develop your existing skills while working 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.

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. **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

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



JOB DESCRIPTION

POSITION	ASSISTANT ECOLOGIST
LOCATION	HYBRID: OFFICE BASED + HOME WORKING
SALARY	£23,810 – £26,520 PRO RATA (DEPENDENT ON EXPERIENCE)
HOURS	FULL TIME 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

To support with the organisation and delivery of a variety of ecological surveys alongside providing ecological clerk of works roles where required.

You will be responsible for the planning, preparation and smooth running of surveys including sub-contractor coordination and supporting the ecology team in resourcing and delivery projects in a safe and professional manner.

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	Survey planning and organisation of resources including kit
2	Survey access arrangements with clients and police
3	Deployment and collection of survey equipment including bat remote detectors and cameras
4	Sub-contractor resourcing and coordination
5	Field survey coordination including compilation, distribution and collation of survey forms, risk assessment and working method statement production



ROLE RESPONSIBILITIES	
6	Field surveys for protected species including newts, bats, reptiles, badgers, otter, breeding bird checks and others as directed/trained
7	Ecological Clerk of Works
8	Protected species analysis and collection of results in a format ready for reporting on
9	GIS map production
10	Supporting the team in preparing, conducting and writing PEAs, BNG, Protected Species & Habitat surveys including metrics as directed
11	Project management of small projects (including budgetary)
12	Data coordination, ordering and analysis
13	Ecology service design, input and continuous improvement
14	Promotion of services and company via digital media, including website and social media
15	Adherence to company Health and Safety policies, practices, processes and procedures

PERSON SPECIFICATION

You will be working in an environmental consultancy setting and have a knowledge of protected and priority species and survey techniques.

You should have a proactive attitude alongside excellent organisational and communication skills and willingness to work unsociable hours. Your knowledge and experience will be coupled with a creative and problem-solving mindset.

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
Desirable to have experience/understanding of ecology/environmental/consultancy sector
Report writing
QGIS use for map production
Preliminary and botanical survey experience
Ecological analysis and reporting experience



EXPERIENCE & KNOWLEDGE

Logistics/survey planning

Knowledge and application of wildlife and habitats legislation including UK and EU legislation, planning policy and best practice

Understanding of field survey methodologies for a range of UK protected species

Tree climbing experience (desirable)

Client/customer success

Proficiency in Office 365

QUALIFICATIONS & MEMBERSHIPS

A degree in Ecology, Environmental Science, Zoology, Environmental Management or closely related subject (or equivalent professional experience)

CIEEM membership (minimum Graduate)

PERSONAL QUALITIES

Ability to work independently

Good organisational 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 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.





BIODIVERSE
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