



BIODIVERSE
CONSULTING

**ENVIRONMENTAL
NET GAIN
PRINCIPAL**

APPLICANT PACK

OCTOBER 2025



HELLO

Thank you for your interest in Biodiverse Consulting.

Having launched in 2019 as passionate advocates of Biodiversity Net Gain, we have experienced exponential growth in our business, clients, and services. Now firmly established as innovative and creative problem solvers we are moving into our next phase of business development with a growing demand for environmental net gain services.

We believe Environmental Net Gain in a consultancy setting means bringing together the core elements of Biodiversity, Nutrients, Carbon, Water, Air, People and Place in supporting our clients to create healthy, high quality and fully functioning environments, for people and wildlife to thrive within.

To realise the potential of this emerging market we are seeking a motivated and talented professional Environmental Net Gain Principal to take the business and team to the next level. You will focus on the design, evolution, and delivery of Environmental Net Gain services that meet clients' needs and stakeholder requirements.

Alongside the MD you will be managing our growing, talented team and share our commitment to our core values of integrity, adaptiveness, collaboration, creativity and passion in all that we do. You will bring your own extensive experience, demonstrable skills, and knowledge to support the development of existing and future team members.

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, a competitive remuneration package, health insurance 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 a cover letter detailing why your experience, knowledge and skills make you ideal for the job.

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	ENVIRONMENTAL NET GAIN PRINCIPAL
LOCATION	OFFICE BASED + HOME WORKING; REMOTE CONSIDERED
SALARY	£50,000 - £60,000 PRO RATA (DEPENDENT ON EXPERIENCE)
HOURS	FULL TIME
TERM	PERMANENT
BENEFITS	HEALTH INSURANCE HYBRID WORKING FLEXIBLE WORKING PATTERNS PROFESSIONAL MEMBERSHIP EXTENSIVE TRAINING AND DEVELOPMENT SUPPORT ANNUAL PROFIT SHARE BONUS

ROLE SUMMARY

Already a Biodiversity Net Gain, Nutrient or Carbon specialist you will use your senior commercial consultancy experience to bid, win and deliver a range of environmental and Biodiversity Net Gain projects that exceed client expectations without compromising your passion for nature's recovery.

You will provide the technical lead for the innovation, design, and delivery of our emerging environmental net gain services including their launch to market. These will be services that support both developers and landowners to create and achieve genuine nature-based solutions and provide access to nature-based markets.

Alongside the MD, you will be responsible for the management and safe delivery of complex, high-profile and interesting projects, on time and on budget, working with clients, consultees, collaborators and sub-contractors, where required.

Line management, training and mentoring of junior members of the team will be a key aspect of your role and your technical experience will be integral to this.



ROLE RESPONSIBILITIES	
1	Co-design and implementation of nature-based solutions and assessment services for Environmental Net Gain for landowners and developers alike, including Biodiversity, Carbon, Nutrients, Woodland Creation and Environmental Land Management Schemes.
2	Nature based carbon and nutrients assessments services to include strategy development and service delivery for large scale corporates, charities and developers alongside onsite, offsite and strategic assessment for projects.
3	Biodiversity Net Gain Assessment services including BNG strategy production for large scale corporates, charities and developers alongside onsite, offsite and strategic assessment for projects.
4	Technical lead for all aspects of environmental service delivery including (but not restricted to) fee proposals, survey and assessment (protected species, habitat, biodiversity and nutrient neutrality), shadow Habitat Regulation Assessments (HRA), Ecological Impact Assessment (EclA) and Ecology Chapters for EIA
5	Technical lead for Statutory Consultation on schemes & Public Inquiry support
6	Complex report production and technical review/authorisation ensuring our quality standards, including legislation and template review and updates where appropriate
7	Co-ordination of Protected Species Licence Applications and implementation
8	Efficient and professional client relationship management
9	Project Management (including budgetary and resource planning) of complex projects
10	Line management including training and mentoring of junior team including supporting career development
11	Promotion of services and company including social media and networking events
12	Adherence to company Health and Safety policies, practices, processes and procedures



PERSON SPECIFICATION

You will have demonstrable knowledge of the principal pillars of environmental net gain including biodiversity, carbon, water, air, people and place and demonstrable project delivery experience across these themes in a commercial consultancy setting. This will be underpinned by a thorough understanding of the incoming legislation, national and local policy and an appreciation of the challenges and opportunities this presents to developers and landowners. Your knowledge and experience will be coupled with a creative and problem-solving mindset to develop and deliver innovative nature-based solutions.

The person specification details the key attributes that are essential for the post and there will be a requirement to evidence these at interview.

EXPERIENCE

Min. five years working in ecology consultancy, with a min. of three years working at a senior level

Delivery of environmental projects that cut across the ENG pillars (biodiversity, carbon, water, air, people and place)

Experienced team leader and manager with a positive and collaborative attitude

Developing ENG/BNG strategies for corporate/developer clients

Design and delivery of BNG services including onsite and offsite gain, strategic BNG to inform land sale/purchase risk/opportunity modelling, use of metric and field assessment

Working within the environmental planning system in England with experience of Scottish and Welsh planning systems highly desirable

Design of mitigation and compensation schemes for complex developments including residential and infrastructure for protected species/habitats, BNG and Nutrient Neutrality

Ecological Impact Assessment, Habitat Regulations Screening Reports & Ecology Chapters for EIA

Line management and track record of delivering training and mentoring schemes for team

Project Management and implementing software solutions

Key client liaison and management

Participation in Public Inquiry and Planning Appeals



KNOWLEDGE

Detailed knowledge of the principles and application of ENG in a commercial setting including measurement tools

Principles of BNG and creation, management and monitoring of Gain sites including habitat banks and nature recovery networks

Understanding of principles and application of Natural Capital Assessments

Nutrient Neutrality, nutrient credit markets and nature-based solutions

Carbon trading schemes and how carbon markets operate

Nature-based interventions/solutions

Nature-based markets (regulatory and voluntary)

Environmental Land Management Schemes

Woodland grants

Water Framework Directive Assessment in a planning context (England), desirable

Extensive knowledge of Development Planning Regime

UK and EU legislation, planning policy and best practice

SKILLS & QUALIFICATIONS

Min. of BSc degree in relevant environmental discipline

Professional membership (CIEEM and/or IEMA)

Critical thinking and application of ecological/environmental knowledge to achieve the best possible outcomes for people and wildlife

Proficient use of Office 365

PERSONAL QUALITIES

Innovative and solution-based approach to service design, delivery and advice

Excellent communicator with a network of like-minded professionals

Able to deliver online and in person training on complex subjects to non-technical clients

Developing and sharing skills that build team and individual resilience



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 and 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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