



BIODIVERSE
CONSULTING

GIS TECHNICIAN

APPLICANT PACK

AUGUST 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!

To enable Biodiverse to deliver outstanding project management and customer service, we are seeking a motivated, talented GIS Technician. Supporting the team, you will be responsible for all things mapping, including good data capture and management, map production for all our services, template production, geo-spatial analysis to support environmental net gain recommendations and advice on field survey software to improve in the field efficiency.

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	GIS TECHNICIAN
LOCATION	OFFICE BASED + HOME WORKING; REMOTE CONSIDERED
SALARY	£23,810 - £26,000 (DEPENDENT ON EXPERIENCE)
HOURS	FULL TIME
TERM	PERMANENT
BENEFITS	HEALTH INSURANCE HYBRID WORKING FLEXIBLE WORKING PATTERNS PROFESSIONAL MEMBERSHIP EXTENSIVE TRAINING & DEVELOPMENT SUPPORT ANNUAL PROFIT SHARE BONUS

ROLE SUMMARY

To support the Biodiverse team in all things mapping, including compilation and analysis of GIS data using appropriate software. You will take ownership and responsibility for the development of our GIS systems, templates and software; testing and implementing new solutions (including field software) to improve efficiency.

ROLE RESPONSIBILITIES	
1.	Map production for a range of reporting requirements including, for example Biodiversity Net Gain, Nutrient Neutrality, Bat Reports, Ornithological Assessment, Management Plans, Strategic Assessment and Environmental Benefits in Nature
2.	Responsible for good data capture, data storage and management standards combining internal and external systems (i.e. Coreo)
3.	Provide a dedicated GIS resource across projects worked on
4.	Contribute to the advancement of GIS solutions for the company keeping up to date with the latest features and releases and ensuring all staff stay up to date. (i.e. making sure team update systems when needed and have correct versions installed)
5.	To maintain and develop in-field data capture systems
6.	Keeping up to date with the latest updates, proposing new ideas & researching/implementing software to ensure continuous improvements in efficiency of



ROLE RESPONSIBILITIES	
	data capture, storage and management (including AI) and integration with project management software and reporting
7.	Map template production and review to ensure continuous improvement and high-quality standards for our reports
8.	Statistical and input support with Nature based Metrics including BNG and Nutrient Neutrality calculators
9.	Map template production and quality review to ensure continuous improvement and high-quality standards for our reports
10.	Compile, review and manage spatial data from third party sources including maintaining database on habitat banks, Local Nature Recovery Strategies, Local Planning Authorities, National Character Areas etc
11.	Other map production to support delivery of services and Biodiverse’s business development
12.	Promotion of services and company via digital media, including website and social media
13.	Adherence to company Health and Safety policies, practices, processes and procedures

PERSON SPECIFICATION



You will have demonstrable experience of using QGIS and other GIS systems and their application in a real-world ecology setting. This will be underpinned by a keen interest in spatial analysis and emerging solutions to data capture, both field and office based. You should have a proactive attitude alongside excellent organisational and communication skills. Your knowledge and experience will be coupled with a creative and problem-solving mindset. 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.

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 & KNOWLEDGE

Proficient user of QGIS software and extensions and desirable to have experience of ArcGIS, ArcMap and other GIS software e.g. LandApp

Desirable to have experience/understanding of ecology/environmental sector

Production of visually attractive and user-friendly maps that work well both online and in report format

Use of in-field mapping software and apps for data capture

Desirable experience/use of AutoCAD and translation into GIS data

Production of heatmaps and other mapping techniques to visualise complex data

Good understanding of the principles of good data management, quality assurance and quality control

Knowledge of in-field data capture forms for deployment to field workers

Desirable to have knowledge of key additional GIS and related innovative technology/data areas (eg. remote sensing, LIDAR data, Photogrammetry, Machine Learning etc.)

UK and EU legislation, planning policy and best practice

QUALIFICATIONS & MEMBERSHIPS

A degree in Geography, Computer Science, or similar subject (or equivalent professional experience)

Professional qualification on GIS desirable

Proficient use of Office 365

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
- Self-starter with curious mindset and desire to solve problems and learn new skills
- 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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