



Open Vacancy

Senior Ecologist

We're looking for **Senior Ecologists** to help our clients deliver their projects across all areas of the country.

Hours	Duration	Location	Pay
Full or part-time	Permanent	Work from home	£38k + benefits

This role is home-based, although you're welcome in the office as much as you like, and would be ideally suited to a consultant ecologist that wants to help drive the delivery of protected species and BNG consultancy services to clients, including surveys, assessments and advice.

We envisage you bringing energy, enthusiasm and attention to detail to our clients' projects. You will have a well-developed "learning" mindset and enjoy the challenge of bringing out the best in yourself and others. You relish your duty to balance the competing demands of advancing our client's development ambitions with the stewardship of the next generation's natural capital.

Our ecology consultancy division is overseen by a team of principal ecologists, each with their own specialisms: BNG, herpetofauna, bats, PEA, HRA and River Condition Assessment. Whether your strengths overlap with these specialisms, or they represent gaps in your skills and a training opportunity, if you're a committed ecologist and great fun to be around then we want to hear from you.

Essential technical skills:

- Minimum 3-4 years' experience independently undertaking a broad range of assessments for protected species and habitats
- Comprehensive knowledge of planning policy, best practice and legislation drivers for ecological consultancy
- Proficient in conducting Preliminary Ecological Appraisals, Preliminary Roost Assessments, Biodiversity Net Gain Assessments
- Proficient in the use of QGIS
- Demonstrable experience in project management and client communication
- Class 1 bat licence holder

Essential (non-technical) skills:

- Extremely well organised
- Incredible attention to detail
- Ability to prioritise competing demands on your time
- Sociable
- Excellent communicator verbally and in writing

Non-essential technical skills:

- Class 2 bat licence holder, or other protected species
- Ability to write and submit EPSL/BMCL applications
- Ability to undertake higher-level reports such as HRA, CEMP, management plans
- Demonstrable experience of QCing/coaching/mentoring junior staff
- FISC level 4 or above
- CIEEM or RSB membership

What next?

If this sounds like you, and you want to join the fastest growing company in the sector with unparalleled opportunities and benefits, [download our competence form here](#) and send it along with your CV to:

dreamteam@arbtech.co.uk.

Note to recruiters!

We welcome applications via recruiters, however (and we cannot stress this enough):

1. Do not call us.
2. Use the dreamteam@arbtech.co.uk email address. This is where all applications land and are triaged before being dealt with by the relevant person.
3. Ensure your introduction email includes information about the candidate's view on why they think our opportunity overlaps with their skill set and long-term ambitions (this means you will need to talk to your candidate about them and us before you start firing over CVs).
4. Embellishing someone's experience will probably crop up in our process, so please don't put your candidate in that position when you send their CVs across. It's not fair on them (because they have their time wasted) and it reflects poorly on you, which means we simply won't use you again.

I've applied! What happens next?

Set out below, there are four selection stages in Arbtech's recruitment process. Before you roll your eyes, this is actually a very, very good thing for both of us. The primary thing we're looking for beyond meeting the minimum criteria to do the job, is strong cultural fit. This is so that when we bring you into the business, we're both confident that you'll be happy here for a very long time, and we can continue to match opportunities with your career aspirations.

Stage 1: CV, covering letter and competence form (by email)

You can keep your CV fairly brief – one side of A4 is plenty. However, your competence form is something we're very interested in, so take this as an opportunity to give us as much information as you want. The best applications also include a covering letter.

Stage 2: Technical competence interview (in person/video call)

This is normally an informal chat with a technical person at/above your grade. Here we explore what

you said in your competence form. We talk about your strengths, skill gaps and the type of work you've done before. It's also a brilliant opportunity for you to ask questions of someone at Arbtech who has literally been there and done it (and is still doing it). Don't waste this! Write a list of questions and make sure you ask them all. There's no time limit so take as much or as little time as you like.

This is very rarely a pass/fail stage. It's just for us to see where you're at, identify your CPD and training needs, and to assure us both that the post you're applying for is appropriate for your level of experience and skills.

Stage 3: Cultural fit interview (in person/video call)

This is a semi-structured discussion about you and Arbtech. It's also a very good opportunity to ask anything you like (anything means anything) and get straightforward answers from our CEO, Rob.

The goal here is not to talk to each other like candidate and interviewer, but as two people trying to see if they get on well, are on the same wavelength, and have aligned goals so that we can move in the same direction for many years to come. It usually lasts anywhere between 60-90mins, so make sure you allocate plenty of time and are in a quiet space with a good internet connection. We're looking to find out what makes you happy and motivated, what you want in the very long-term and how you see yourself getting there.

We also talk about the kind of person that thrives at Arbtech and the qualities we're looking for in candidates, who will eventually become colleagues and friends.

At the end of this interview, we will discuss administrative points like salary and notice periods, etc.

Stage 4: The live test/proof of work/references (in person/by email)

We will ask you to send us several recent, relevant examples of your work (sensitive and client information must be redacted, or you can point us to documents that are already in the public domain).

If they are passable, that's it, you're in!

If you don't have recent examples of your work that are in the public domain/you can't redact, we will organise a live test. It's not a trick. We take something that is ostensibly very easy for you and ask you to join one of our consultants on a live client site, to do your own version of whatever we're doing: a simple PRA bat survey, for example. We ask you to send that back to us within a tight deadline, so we can get an idea of what you're capable under your own steam – and then we have our own consultant's report as a perfect benchmark for comparison. We're not looking for perfection, just that there's nothing glaring.

Alternatively, you could provide us with two non-academic references that we can contact by phone and email.

.... And that's it. Hopefully, it's "welcome to Arbtech" in the comfort of knowing that we are about to embark on a long and happy journey!

Perks? Just a few

Our mission doesn't contain some lightweight corporate gibberish about "clients", "saving the world", and nonsensical buzzwords like "play".

It's simpler and far more tangible than that.

The mission: to be the #1 career destination in the sector. Period.

We've been working hard to make Arbtech THE place to work since 2005 and while we have long eclipsed everyone else in the ESG sector, we're not even close to finished.

Making it into the Sunday Times 'Best Places to Work 2024' for medium sized businesses was just another step on a long road.

So, what makes this such an amazing place to work? We've got a entire document dedicated to explaining the perks of working here, beyond the work itself.

Check it out (click on the image):

See the benefits of working at Arbtech



Think this all sounds too good to be true?

Here's what senior consultant Tom Baron had to say about Arbtech, after two weeks in his new post:

"Morning Boss. First and foremost, I just wanted to send a huge thank you for bringing me in. This week has been awesome. The job sounded too good to be true, and it's even better than it originally sounded, which is crazy! You've really got something special going here and it's no wonder to me that the staff all love it."

And don't take his word for it. Search "Arbtech Careers" online. Or check out what each employee has to say about the Arbtech experience by clicking on their profile here:

<https://arbtech.co.uk/meet-the-team/>

Summary

This is a unique opportunity to help shape the future of the most rapidly growing consultancy in the UK ecology sector. Drop your assumptions, get in touch, and see where it takes you.

dreamteam@arbtech.co.uk