

Job Specification

Freelance & Fixed Term Ecologists



Location

Northwest (Hybrid Working)

Contract

Freelance and full-time, fixed-term positions

Benefits

Competitive Salary
Investment in Training
Professional Subscriptions
Team Social Budgets
Health & Wellbeing Programme

Closing Date

3rd January 2025

About Us

The Environment Partnership (TEP) Ltd is an award-winning environmental consultancy supporting sustainable development and land management across the UK and Ireland.

Our offering is based upon our core services: Planning, Environmental Assessment, Ecology, Heritage, Landscape Design, Landscape Management, GIS and Arboriculture. We are ideally situated to deliver these services nationwide from our offices in Warrington, Gateshead, Market Harborough, London and Cornwall. We have several Directors and Technical Directors who run the company, and over 145 professional and technical staff, who work on a wide range of exciting and challenging projects.

As an environmental consultancy, we have a responsibility to help shape the world around us through our work, to benefit communities now and in the future. Our work is important to us and is underpinned by our core values, values that build upon the original thinking of our company's founders. At TEP we aim to be:

- ❖ Forward-Looking
- ❖ Responsible
- ❖ Enterprising
- ❖ Supportive
- ❖ Honest
- ❖ Passionate

For more information on the type of work we do, visit: www.tep.uk.com/projects

To Apply

Please apply via the TEP website or send your CV and cover letter to recruitment@tep.uk.com

Please note that we will always acknowledge each application. If you have not received an email response within 3 working days, please contact recruitment@tep.uk.com

Following review of the applications, a short list of candidates will be invited to attend the selection day.

We are only able to consider candidates already eligible to work in the UK.

If you would like to discuss the position, please do not hesitate to contact recruitment@tep.uk.com and we will arrange for an appropriate manager to call you.

To keep up to date with news from TEP, follow us on our social media:

 [LinkedIn](#)  [Twitter](#)  [Facebook](#)

The Opportunity

Who are we looking for?

TEP is looking for surveyors with a range of backgrounds from recent graduates through to experienced and licensed ecologists.

Opportunities are available to join us on either a freelance or fixed-term contract basis from Spring to Autumn 2025. Candidates are invited to apply for either one or both of these positions. Freelance ecologists will work primarily on protected species nocturnal surveys and fixed term ecologists will gain experience working in the office environment alongside nocturnal survey work.

Significant Training and on the job support and mentoring will be provided to ensure all surveyors are working to TEP and industry standards. For freelance ecologists, work is paid at an hourly rate and approved expenses reimbursed.

Travel at times of day and to locations where public transport is unavailable means a valid UK driving licence and access to a car is vital for the role. The work may necessitate travel throughout the UK and overnight stays. The following paragraphs provide further information on likely survey work.

Role and Requirements

Freelance Ecologists

Primarily undertaking nocturnal protected species surveys for great crested newt or bats. Surveys involve work at night and early mornings (dawn surveys) and can involve substantial walking and carrying heavy or bulky equipment.

Daytime assistance may also be required for our amphibian mitigation schemes, where a daily presence (including weekends) is required, to inspect traps and translocate amphibians.

Fixed Term Ecologists

Fixed-term ecologists will also undertake nocturnal protected species surveys and amphibian translocation. In addition, there will be daytime survey work where lone working is not appropriate. This includes working in water (otter and water vole surveys), working at height (bat inspections) and working in very remote locations.

Fixed-term ecologists will also work in the office environment supporting TEP ecologists with desk-based studies, compilation of survey data and basic report writing. Full training will be provided through our internal training academy.

Selection Day

The Selection Day will be held on Friday 10th January 2025 at Warrington. Following the Selection Day we will invite successful candidates to join our team either on a fixed-term contract or on a freelance basis to work with us from Spring to Autumn 2025 with the potential of permanent work following that.

Qualifications
❖ We are looking for surveyors with a range of backgrounds from recent graduates through to experienced and licensed ecologists.
The Qualities We Look For
❖ Punctuality.
❖ Reliability.
❖ Accurate record keeping.
❖ Attention to detail.
❖ Good observation skills.
❖ Initiative.
❖ Communication.
❖ Good time keeping.
❖ Hold a full driving licence and have access to own transport.

For those considered for fixed-term contract positions we will ask shortlisted candidates to attend a short interview to explain more about the role and understand each candidates experience and aspirations.

If you are successful following the Selection Day on either a fixed-term or freelance basis, you will be expected to attend amphibian and bat training days, dates to be confirmed.

