Greengage

Join our team

Senior Consultant

Nature Team – Ecology/Biodiversity

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Sustainability covers many topics, so do we.

Every angle. One vision.

Greengage

About Greengage

Our vision at Greengage is simple, to live in a more sustainable world.

Through leadership, innovation and collaboration, we enable the delivery of resilient places for today and tomorrow.

Sustainability is the greatest issue of our time. But how do you put it into practice? How do you achieve net zero… become climate resilient… create a circular building… measure social value… protect nature? Becoming truly sustainable is complex and challenging. It requires radical reinvention. New technologies. Close collaboration. Specialist know-how. And that's where we come in.

We're an award-winning team of consultants with expertise across the full spectrum of sustainability. Sustainability matters more than ever. We have the knowledge and experience to help businesses transform and thrive.

Together we make the world a better place, so come and join us!

The role

We’re looking for a motivated Senior Consultant to deliver projects which result in positive outcomes for biodiversity, whilst supporting client needs and meeting fee targets. This includes:

- Leading and delivering high-impact ecology and biodiversity projects, from inception to completion.
- Collaborating on large-scale projects and providing technical expertise.
- Conducting ecological assessments (PEAs, BNG assessments, BREEAM ecology reports).
- Using QGIS and Biodiversity Metrics to assess and map biodiversity net gain.
- Training and supporting junior team members.

Our primary purpose is to ensure that biodiversity is not just protected from harm through development and other land management actions, but is actively enhanced, above and beyond minimum policy and legislative requirements.

Location
Based in our Bristol office, with some hybrid working possible.
Hours
Full-time.

Responsibilities

Core responsibilities

- Work on ecology/biodiversity projects in relation to planning.
- Independently produce, and provide technical QA reviews, for reports including Preliminary Ecological Appraisals (PEAs), Biodiversity Net Gain Assessments (BNGAs), BREEAM Ecology Credit Assessments and protected species reports.
- Undertake BNG calculations using the Statutory Biodiversity Metric.
- Undertake and lead on simple to medium complexity field surveys including UKHab / PEA and bat surveys as core purpose.
- Undertake biodiversity net gain mapping using QGiS and calculations using the Statutory Biodiversity Metric.

General responsibilities

- Support other members of the nature team in writing reports and proposals.
- Line manage consultant and/or graduate team members.
- Train and mentor junior members of the nature team.
- Contribute as a member of larger project teams (both within the nature team and the wider Greengage team).
- Attend client and/or project meetings.
- Liaise with clients, other consultants and external stakeholders to obtain information and update team on key aspects / issues.

What we're looking for

Skills and knowledge

Minimum standard of proficient, up to authoritative in:

- QGIS - be able to produce good quality habitat/survey maps without support.
- COREO - to be able to map habitats in the field using COREO.
- PEA - be able to undertake PEAs unaccompanied accurately for moderate complexity sites.
- BNG - be able to draw areas from GIS and translate field survey results into the Statutory Biodiversity Metric.
- Bat surveys - be able to design and lead moderate complexity bat survey projects.
- Bat identification - be able to identify common bat species in the field and the office using agreed bat call identification software.
- Other protected species - be able to design and lead other protected species surveys.
- Botany - be able to identify common floral species and categorise simple sites by UKHab criteria to FISC Level 3.
- BREEAM - be able to produce a BREEAM Ecology Credit Report for simple to moderate complexity sites.
- Have skills in at least one other protected species/ecology-related discipline (e.g. HRA or EcIA) to minimum standard of capable.

What we're looking for

Qualifications and accreditations

- Graduate (MSc desirable) in a relevant scientific degree (ecology, biology, environmental science or similar).
- May hold protected species survey licence.
- An understanding of ecosystem services and the natural capital approach.
- Full member of CIEEM.

Key attributes

- Highly organised and motivated.
- Autonomous in problem solving and decision making.
- Working knowledge of IT – word-processing, spreadsheets, presentation packages, project-management software, internet.
- Excellent report writing skills.
- Enthusiastic about nature conservation.
- Excellent time management skills.
- Excellent project management, client management and consultancy skills.
- High level of numeracy and strong communication skills.

What we offer

At Greengage, you'll be part of a diverse and inclusive team that values your unique perspectives and ideas. We offer a supportive environment where you can grow, learn and make a real impact.

Salary and benefits

- Competitive salary package with potential for a discretionary bonus.
- 23 days' annual leave, plus bank holidays.
- Enhanced pension contributions.
- Training and development programs to help you thrive in your career.
- Cycle to work scheme.
- Hybrid working, including an option to work from abroad for a set period each year.
- Enhanced family policies.
- Two volunteer days a year, to give back to the community.
- Opportunities to shape industry best practice, through professional body working groups and initiatives such as NextGen.
- Online benefits including shopping and leisure discounts, health and wellbeing services, 24hr GP appointments, gym membership and more.
- Regular socials.

What our people say

Greengage is one of only a few consultancies that takes a truly holistic, multi-disciplinary approach to sustainability. It’s a great place to work because of its people and culture. We take pride in the work we do and don’t shy away from calling out ‘greenwashing’ and choosing who we work with.
Apeksha Gupta, ESG and Net Zero Team

Greengage has helped me explore the possibilities of this industry in a supportive and nurturing way. My work leaves me continually fascinated by the potential of what we're doing and where it will lead in the future. It's a privilege to be part of such a talented group of people cooperating in such a thoughtful way, people I would call my friends.
Ollie Hamilton, Nature Team

The diversity of thought, experience and background in our team is our strength, driving us to deliver exceptional results. But what I love most about Greengage is its commitment to making a positive impact and how we can contribute to the environment and society to make the world a better place.
Sam Travis, Client Relations

Apply today

If you'd like to be part of our amazing team, please submit your CV and supporting statement to:

careers@greengage-env.com