

Blade Ecology Ltd

Ecologist

Salary of £33,000 - £45,000 per Annum

BLADE Ecology Ltd is a CIEEM Registered Practice based in Worcester working on a diverse array of projects. These include large scale housing sites, commercial developments, leisure developments, schools, utilities, habitat banks and barn conversions. We aim to work closely with our clients to achieve their aspirations alongside securing the best outcomes for the environment. With wildlife legislation and policy as our basis, we combine commercial awareness, pragmatism and defensible advice to form our approach.

We work closely alongside BLADE Landscape Architects and BLADE Trees to design high-quality, well thought-out and considered schemes from the start of the design process to make sure our projects are the best they can be. Ecology sits comfortably alongside these disciplines, providing our clients with a 'one contact' experience.

The Opportunity

We are seeking applications of all levels from Ecologist to Principal. The position would involve managing projects, providing technical expertise and ensuring legislative compliance in addition to training and mentorship for a growing team (senior level and up). Key responsibilities include:

- Lead and oversee ecological projects from inception to completion
- Prepare of a range of technical reports (PEA, EclA, HRA etc.) and deliver high quality outputs
- Plan, conduct and oversee ecological surveys (e.g. protected species surveys)
- Lead Biodiversity Net Gain (BNG) Assessments
- Ensure compliance with UK wildlife legislation, planning policy and best practices.
- Provide guidance on protected species licensing and mitigation strategies.
- Engage with regulatory bodies such as Natural England and local planning authorities

Senior level and above

- Review technical reports and quality control work
- Supervise and mentor junior ecologists, providing training and career development
- Prepare tenders, bids and proposals for new projects

About You

As a key member of the ecology team, you will have: -

- Relevant degree level qualification plus appropriate level of CIEEM membership
- Strong knowledge of UK ecology, habitats, and protected species

- In-depth knowledge of UK and EU wildlife legislation, planning policy (e.g. Wildlife and Countryside Act, Habitats Regulations, NPPF).
- Experience leading ecological surveys and impact assessments
- Experience working with clients, developers, planners, statutory bodies
- Experience with GIS mapping and ecological data analysis.
- Hold or experience in obtaining Natural England protected species licences (e.g., bats, GCN).
- Hold full UK driving licence and own car with business use insurance.

Delete Date: 12/06/2025