

Ecology by Design

Senior and Principal Ecologists

Ecology by Design is currently looking to recruit both Senior and Principal Ecologists to join our team.

Ecology by Design was setup in January 2015 and we have had consistent growth ever since. We strive to employ the best and brightest and reward hard work and dedication. We provide ecology consultancy services to a wide range of clients. We pride ourselves in technical excellence and providing an innovative, pragmatic, client friendly service. This is demonstrated by being nominated for the 2021 CIEEM best small consultancy. Due to our success, we have an excellent opportunity for a senior ecologist to join our team.

We give our team autonomy to deliver projects themselves from quoting to invoicing in a nurturing environment. This role routinely involves conducting Preliminary Ecological Appraisals (habitat surveys and condition assessments), Biodiversity Impact Assessments, protected and priority species surveys, preparing quotations and tenders, Ecological Impact Assessment and further detailed assessments. It would be perfect for someone wanting to challenge themselves and develop well-rounded consultancy skills, albeit specialists are also welcome as we are happy for our team members to carve a niche for themselves and put their mark on the place. The project-based nature of our work means the candidate must be willing to undertake travel and work away from home with some overnight stays, however, we work hard to ensure our team members achieve a work-life balance so have caps on the numbers of nights away or antisocial hours worked.

We work across the UK with the majority of our projects across the Home Counties, South and Midlands.

Essential Skills and Experience

- Genuine and demonstrable enthusiasm for ecology and the environment;
- Experience of line managing or providing guidance to junior members of an ecology team;
- Experience of habitat surveys (UK Habs/ NVC) and/or protected species surveys;
- Survey licence for at least one protected species e.g. bats, dormouse, GCN, barn owl, rare reptiles etc;
- Ability to lead field teams and manage projects;
- Excellent report writing skills;
- Motivated to work both independently and as part of a team, often in remote locations and sometimes during unsociable hours;
- Good communication skills both with colleagues, clients and third parties;
- Experience of writing or securing European Protected Species Mitigation licences (EPSM) for at least one protected species;
- Comfortable designing surveys and quoting for work; and
- Full driving licence and use of a car.

Desirable skills:

- Advanced skills in one or more specialist ecological area e.g. bats, dormouse, GCN, barn owl, rare reptiles etc;
- Member of CIEEM (or eligible if not currently held);
- Degree or equivalent in an ecology related discipline;
- Experience of line managing and mentoring junior members of staff;
- Comfortable generating new work and networking;
- Secured European Protected Species Mitigation (EPSM) licences for protected species e.g. great crested newt or bats;
- Have held European Protected Species Mitigation (EPSM) licences for protected species e.g. great crested newt or bats;
- Hold specialist mitigation class licences such as Bat Low Impact Class licence or Badger class licence; and
- Experience of sales/ business development, or willingness to learn.

Working for Ecology by Design

We offer:

- Apple computer and iPhone;
- Competitive salary;
- Professional memberships paid for;
- Unlimited in-house and external training budget;
- Colleague nominated bonus scheme;
- Generous pension;
- Unlimited annual leave and flexible approach to work time, balancing a healthy work life balance.

New perks added frequently, reflecting being part of an exciting and innovative young business.

The candidate must live within commuting distance to Chalgrove, Oxfordshire, or be willing to relocate. However, many of our staff mix working from home and the office on a flexible basis.

Being part of a young company offers excellent opportunities for rapid career progression.

Closing Date: 08/07/2025 Location: Chalgrove, Oxfordshire

More information and to apply <https://www.countryside-jobs.com/job/jul25/senior-and-principal-ecologists-ecology-by-design-0306-7>