



## Senior Bat Ecologist

IES Consulting is a small ecological consultancy based just south of Bristol, so we're ideally situated for you to gain experience with a wide variety of species and habitats. Established in 2009, our staff have over 40 years' combined experience in the sector working on a wide range of projects from minor home improvements up to large multi-phase developments and national infrastructure. Our team are experienced in managing complex scenarios including a wide range of UK habitats and fauna. We are a Registered Practice with CIEEM, and ethical employment is one of the key values on which the company is run.

In-house, we hold all annexes of the Bat Mitigation Class Licence and are working through the process to become Bat Earned Recognition Class Licence holders. Our bat licenced ecologist has over 20 years' experience in bat work, and can provide you with the support you need to develop your career in this area. We work on a wide variety of roosts, from single pipistrelles up to horseshoe maternity colonies which are part of an SAC.

We are looking to recruit a permanent senior bat ecologist to join our friendly, professional team.

### About You

- Educated to at least degree level in a relevant subject
- Eligible for/working towards membership of CIEEM at Full level
- Enthusiastic about the natural environment
- Self-motivated and fast learner, able to work independently
- Excellent written English and good communication and interpersonal skills
- Willingness to work outside of normal working hours, and excellent time-keeping
- Live within commuting distance of Bristol or willing to relocate to within a reasonable distance of the office & eligible to work in the UK
- Hold Class 2 Bat Survey Licence
- Demonstrable competence with bat acoustic analysis software (ideally Anabat Insight)
- A strong interest in bat work

### The Role

For this Senior Ecologist role, we're looking for someone with at least 3 years' experience, who can draft high quality reports, has a track record of leading bat surveys, can provide a full CPD log with an emphasis on bat work and who holds



their Class 2 bat survey licence. Ideally, you'll also have either held a development licence, or have been named as an accredited agent on development licences. You should have a real interest in developing your career towards bat work, with the aim of holding the Bat Mitigation Class Licence and in the long term gaining your Bat Earned Recognition Class Licence. Alongside the bat work, you'll also be undertaking a wide range of other ecological survey work, some of which will require staying away from home.

We offer the following standard terms of employment:

- Annual salary of £28,000-£35,000 (37.5hr week) (negotiable depending on experience)
- 28 days of annual leave a year (including 8 bank holidays) and the ability to buy/sell/carry over up to 5 days of annual leave a year
- A comprehensive TOIL system to ensure a good work life balance and we limit out of hours work to a maximum of 3 nights a week
- A CPD budget of £500 per year (plus any travel and subsistence costs for courses), and extensive in-house training with training review and planning sessions
- Sick pay at your full salary for 20 days per year (then statutory sick pay in accordance with the law)
- Enhanced maternity/paternity provision after 1 year of employment (26 weeks full pay, 13 weeks statutory pay for maternity and 8 weeks full pay for paternity)
- Employer contribution into your choice of pension, free annual eye test and cover the cost of upgrading your car insurance to business use
- We pay for your Natural England survey licences, CIEEM membership & CSCS card and support you through the application/upgrade process
- As you'd expect, we provide all the equipment you need to do your job, including PPE and branded clothing, laptop and mobile phone
- The ability to buy/sell up to 5 days of annual leave per year
- Discretionary annual bonus scheme

**The following skills are highly desirable:**

- Demonstrable BNG experience
- Evidence of having passed the BatAbility Acoustic Analysis Course or equivalent experience
- QGIS capability
- CSCS card
- Full driving licence and access to own vehicle



Closing date 11<sup>th</sup> February 2024, but please note we will be assessing applications on a rolling basis and will close to applications prior to that if we have the right candidate pool.

Please send a covering email highlighting your bat survey skills and what you've done to develop those with a CV of no more than 2 sides of A4 to [jobs@iesconsult.co.uk](mailto:jobs@iesconsult.co.uk). If you'd like to have an informal chat about the role, please email to arrange a suitable time. Interviews will be held in person at our office. We will reimburse costs for those selected for interview.

**No Agencies**