

JOIN OUR TEAM



# SENIOR ECOLOGIST

**£37,000 - £42,000**

**Plus joining bonus of £2,000** - for direct appointments

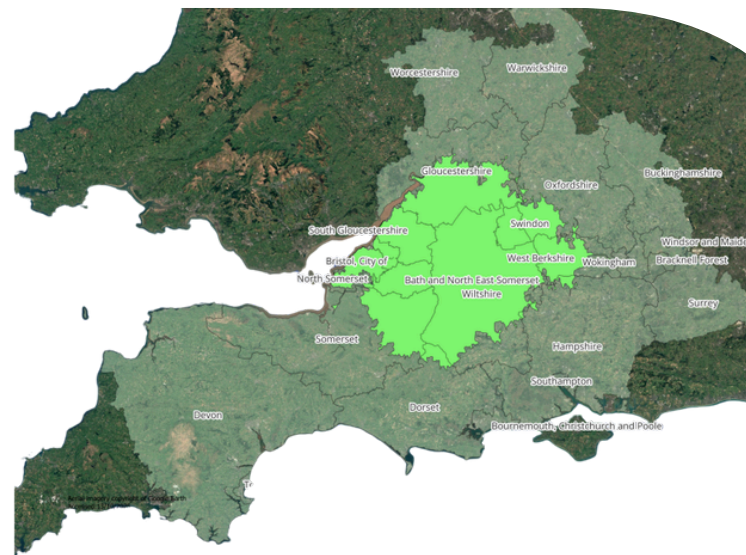
Luscinia Ecology is seeking a full-time or part-time Senior Ecologist to join our team. Established in April 2022, we've had strong performance and growth over the last four survey seasons. We're a CIEEM Registered Practice and our strength is in the delivery of high-quality services, which ultimately leads to client retention and consistent client referral.

Our team mean the world to us. We're a friendly, welcoming and inclusive bunch and we give our Ecologists autonomy in a nurturing environment to deliver projects from quoting to invoicing.

As we're a new and developing company, we're looking for individuals to take ownership, apply new ideas, and improve overall delivery. We view this as a genuine opportunity to shape outputs.

We work across the South of England with our project portfolio located within the Home Counties, the Southwest, and the South Midlands.

The project-based nature of our work means you'll need to be willing to undertake travel with some overnight stays. However, we ensure our team maintains good work-life balance.



## OUR WAY OF WORKING

We trust that you know best how to balance your work and other commitments in the most effective and productive way. For that reason, our default approach is flexibility - enabling you to work where, when and how works best for you, wherever possible.

We are also actively working towards a four-day working week by 2027.



## TEAM WELLBEING



We believe that looking after our people and supporting a healthy work-life balance is essential to building a sustainable, resilient business. To help make that a reality, we offer:

- **A TOIL system that values your time** - ensuring 100% of TOIL is returned as leave or pay across the year
- **Evening-work limit** - a maximum of two evenings per week
- **Generous holiday allowance** - 33 days (25 + 8 bank holidays)
- **Birthday leave** - an additional paid day off on your birthday
- **Festive shutdown** - Guaranteed time off over the December festive period
- **Charity support days** - two paid days per year to contribute to a cause you care about
- **Financial security and health benefits** - A genuinely competitive and transparent approach to reward, enhanced pension contributions, private healthcare, generous sick pay and a fully funded Income Protection scheme.

## JOB SATISFACTION AND PERSONAL DEVELOPMENT

We are committed to building a strong team for the long term and believe that people are most likely to stay with us and fulfil their potential if they love what they do. Your career is an important part of this. To ensure our team feel supported, valued, and able to develop their skills and interests we provide:

- **Career progression** - join an ambitious company with a genuine offer of long-term growth and career progression
- **Role shaping** - help shape your new role from day one; we want to understand what you need and what aligns with your aspirations
- **Mentoring and support** - ongoing guidance within a genuinely supportive and nurturing environment
- **Training and development** - regular in-house training for ecologists, a generous external training budget, and an employee-led self-development framework for all roles
- **True agency and empowerment** - have your say, contribute to shaping Luscinia Ecology, influence how we work, be listened to, and help create positive change.

The emphasis on the role will be to further develop skills and experience in ecological consultancy with a view to Promotion to a Principal Ecologist role, overseeing the Ecological Assessment services of Luscinia Ecology. We'll support this aim and you from the outset of employment. The role will routinely include leading Preliminary Ecological Appraisals, protected species surveys, Ecological Assessments, and Biodiversity Net Gain Assessments. In time, you'll manage team members and larger scale development projects.

### REQUIREMENTS

- A genuine and demonstrable enthusiasm for ecology and the environment
- Degree or equivalent in an ecology related discipline
- Self-awareness and an ability to apply critical thought process
- Excellent verbal and written communication skills
- Significant experience of UK Habitat Classification, along with protected species surveys
- Capable of working independently, flexibly, and outdoors, including evening surveys
- One or more Natural England protected species licences
- Robust and precise reporting writing skills
- Experience of working with nature metrics
- Project Management experience
- Member of CIEEM (or eligible)
- Full driving licence and use of a car

### DESIRABLES

- A level 2 bat licence (CL18)
- Experience in writing mitigation strategies and protected species licences
- A strong background in botany / FISC level 4 or equivalent
- Significant experience with QGIS
- Comfortable being client facing and networking
- Professional online/social media presence

### HOW TO APPLY

Click the link or scan the QR code below to upload your CV and cover letter via our webform.

The interview process will include an initial discussion with Kathi Lomas (Operations Manager), followed by a face-to-face interview with Greg Nightingale (Director). There will be a practical element to the interview, the details of which will be shared beforehand.

[www.Luscinia-Ecology.co.uk/Apply](http://www.Luscinia-Ecology.co.uk/Apply)



**SUBMIT YOUR CV &  
COVERING LETTER HERE**

### FOR MORE INFORMATION

For an informal chat about the role, please contact Greg Nightingale, tel: 01249 588 906  
G.Nightingale@Luscinia-Ecology.co.uk

