

## Principal Ecologist – Greenwillows Associates Ltd

**Location:** Warboys, Huntingdon, Cambridgeshire. Hybrid working available, with a focus on projects in the East of England.

**Salary:** £41,100 – £55,000, based on experience.

**Contract:** Full-time, permanent (part-time considered).

### **Are you passionate about leading ecological projects that make a real impact?**

Join our friendly and dynamic team at Greenwillows Associates Ltd and play a key role in shaping ecological and biodiversity strategies.

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### **About Us**

Established in 2001, Greenwillows Associates Ltd is an independent multidisciplinary ecological consultancy committed to balancing nature conservation with client needs. Our work spans a wide variety of ecological surveys across Central and Eastern England, alongside arboricultural consultancy and practical habitat creation and management. We pride ourselves on our strong conservation ethos, choosing projects that align with our values, such as nightingale habitat restoration and rewilding initiatives, as well as small and larger scale infrastructure projects.

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### **Why Join Us?**

- **A flexible and supportive working environment** – We pride ourselves on being a family friendly, inclusive business, that places importance on our staff's wellbeing. Our current staff have various flexible working arrangements to suit their individual needs and personal responsibilities.
- **Competitive salary** with regular salary reviews to ensure we remain competitive and offer clear paths for promotion and salary increases based on regular performance reviews.
- **A collaborative and friendly team** where your input is valued, and professional growth is encouraged.
- **Annual training budget and CPD opportunities**, including paid CIEEM membership and survey licences. We also offer continuous botany training (both in-house and from external providers) and clear opportunities for career progression into senior leadership roles.
- **Diverse portfolio of work**, minimising travel time with a strong local client base. We are fortunate to already have a diverse range of work; however, as a forward-thinking

company we strive for continual improvement and proactively seek opportunities to expand our team's skill set and our subsequent range of services that positively challenge but also inspire our staff.

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## Your Role

As a Principal Ecologist, you will:

- Lead and manage ecological projects from inception to completion, ensuring high-quality delivery and compliance with legislation and best practices.
  - Provide expert ecological advice to clients, stakeholders, and project teams.
  - Oversee and undertake protected species and habitat surveys such as Preliminary Ecological Appraisals, Preliminary Roost Appraisals, protected species surveys such as bat, newt, reptile, water vole surveys etc., including survey design, analysis, and reporting.
  - Mentor and support Junior and Senior Ecologists, fostering their professional development.
  - Liaise with regulatory bodies, statutory agencies, and local planning authorities.
  - Contribute to business development, including writing proposals and building client relationships.
  - Design and implement mitigation strategies, including BNG assessments and biodiversity strategies.
  - Undertake regulatory compliance monitoring for relevant licence/permit/consent/scheme requirements.
  - Act as the lead ecologist on complex projects and support ecological clerk of works (ECoW) services.
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## Essential Skills & Experience

- A minimum of 8 years' relevant ecological consultancy experience.
- A BSc, MSc or equivalent qualification in ecology, environmental science, or a related field.
- Hold a personal survey licence and be competent in the survey of, and mitigation for, at least 2 protected species.
- Ability to undertake habitat surveys using UKHab and apply the Biodiversity Metric.

- Strong project and staff management experience.
  - Excellent report-writing skills, including PEARs, ECIAs, EPSL applications, and ecological management plans.
  - Extensive knowledge of UK and European environmental legislation.
  - A proactive and professional approach to work, with strong stakeholder engagement skills.
  - Experience providing final quality assurance on technical reports.
  - Proven botanical skills at FISC Level 4 or above (or willingness to achieve, with company support).
  - Experience delivering Ecological Clerk of Works (ECoW) services.
  - Full membership of CIEEM.
  - A full UK driving licence and access to transport.
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### **Desirable Skills & Experience**

- Experience using GIS for mapping and data analysis.
  - A strong professional network within the ecology and conservation sectors.
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### **How to Apply**

To apply, contact Wendy Marsh with your CV at [wendy@greenwillowsassociates.co.uk](mailto:wendy@greenwillowsassociates.co.uk). Applications will be reviewed on a rolling basis – apply early to avoid missing out on this opportunity!

We look forward to hearing from you!