



Job Title: Consultant Ecologist

About Us

Keystone is a consultancy-led ecological enhancement business. We create lasting benefits for biodiversity, people and places.

Our Vision is to accelerate nature recovery and reverse biodiversity decline across the UK.

Our integrated approach combines ecological and arboricultural consultancy with habitat creation, restoration and management, allowing us to deliver effective solutions for projects of all sizes. Having established a first-class reputation for enhancing ecological habitats, we specialise in conservation driven projects that focus on nature restoration and Biodiversity Net Gain at scale.

We work across a range of sectors and our focus remains the same: helping clients achieve successful outcomes while creating lasting benefits for the environment.

Origin Enterprises and Origin Environmental

In 2022, Keystone became part of Origin Enterprises plc, an international leader in sustainable land use solutions. The acquisition has strengthened our business through investment, long-term stability and access to a wider network of expertise. Being part of Origin gives employees and clients the best of both worlds; the agility and close-knit culture of an independent consultancy, backed by the resources, opportunities and security of a successful and much larger enterprise

Keystone forms part of the Origin Environmental Division, and we are one of seven specialist consultancies offering complementary services across the built and natural environment.

Origin Environmental operates across UK & Ireland, bringing together expertise in ecology, environmental planning, arboriculture and landscape, giving clients access to a full suite of environmental services under one umbrella.

Keystone operates independently within the group, retaining its own brand identity, leadership team, and client relationships while benefiting from shared resources and cross-selling opportunities.

At Keystone we pride ourselves on a professional family feel that attracts clients and employees alike. We share Origin's values, **People, Community, Partnerships, Integrity, and Innovation**, which are reflected in all that we do and lie at the very core of our business.

Role Overview

As part of a CIEEM Registered Practice, we are committed to delivering high standards of professional practice, ethics and quality. The Consultant Ecologist plays a role in contributing to delivery of these standards.

This role is responsible for delivering ecological surveys including data collection and reporting. The Consultant Ecologist is responsible for delivering ecological survey programmes. The successful candidate will deliver high quality ecological consultancy services, including project management and client communications. Good organisational skills and survey knowledge are essential.

Prerequisites:

- Qualifying Member of CIEEM (QCIEEM) or an equivalent chartered professional body.
- Degree in Ecology, Biological Sciences, Environmental Studies or a related discipline.
- Demonstrable ecological consultancy experience.

Key Responsibilities:

- Deliver small-medium scale ecological consultancy projects.
- Prepare technical reports including quality assurance of ecological projects.
- Manage resource budgets to ensure successful delivery.
- Communicate with clients, regulators and project teams.
- Support business development including production of fee quotes.

- Lead ecological surveys.
- Work to high standards of health and safety, quality assurance and professional practice.

Essential Competencies*:

Candidates must be able to demonstrate **capability** in the following areas:

- Survey design, as well as species and/or habitat survey delivery (S1-3)
- Ecological assessment (A4)
- Advising on legal, policy and international standards and regulatory compliance (P3-4)
- Communication of technical information effectively to a range of audiences (C1)
- Working collaboratively within multidisciplinary teams (F2)
- Delivering high standards of care and service for stakeholders (OM4)
- Project management (PRM1)

Desirable Competencies*:

The ideal candidate will also be able to demonstrate **foundation knowledge** of:

- Designing environmental management and/or mitigation plans (M2)
- Habitats regulations assessments, environmental impact assessment, ecological assessment, valuation of the environment and/or biodiversity net gain assessment (A2,3,5,6)
- Advising on legal, policy and international standards and regulatory compliance (P3-4)
- Undertaking standard and complex risk assessments (HS1)
- Communication of technical information effectively to a range of audiences (C1)
- Working collaboratively within multidisciplinary teams (F2)
- Managing quality and resources (OM1-2)
- Information and document management and/or effective use of information technology (IMI-2)
- Project management including programme and financial management (PRM1)
- Recruiting, leading and developing individuals (PEM1).

Why work for Keystone?

- Interesting, diverse and meaningful projects that support our vision
- Industry aligned salary and comprehensive benefits package
- 25 days' annual leave plus bank holidays
- Life Assurance
- Confidential Employee Assistance Programme (EAP)
- Paid professional memberships, including CIEEM (where applicable)
- Ongoing investment in your development through internal and external training
- Regular performance and career development reviews
- Hybrid and flexible working opportunities
- Enhanced family-friendly policies, including enhanced family leave
- A supportive and inclusive culture (e.g. Menopause and Neurodiversity Café)
- Annual whole-team community action day
- Three staff appreciation events per year
- Cycle to Work Scheme

We actively encourage applications from all backgrounds and are proud to be building a diverse, inclusive team where everyone can grow, contribute and feel valued.

Visit our website www.keyenv.co.uk to find out more.

*CIEEM Competency Framework