



Job Title: Junior Arboriculture Consultant

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

Keystone Arboriculture & Forestry department work throughout the UK providing expert tree woodland and forestry consultancy in most sectors with a primary focus on trees and development, tree hazard management and all aspects of forestry and woodland management. Currently a team of four with a combined experience in excess of 110 years, we believe that our backgrounds, knowledge and approach to focusing on outcomes for trees and people sets us apart from most other companies.

Our junior consultant is required to support the wider team focusing on site survey data collection while building experience and skills towards becoming a consultant capable of running small projects from instruction through survey reporting technical drawing and submission of deliverables to senior members of the team ahead of issue to our clients. We don't expect this person to remain a junior consultant and will gladly provide training mentoring and support to help them build their career.

Having already employed a Level 6 apprentice, we are keen to explore Level 4 apprenticeships with appropriate candidates. If you are an existing Level 4 student, we'd like to hear from you.

The role requires a reliable and positive approach, a willingness to learn and a strong commitment to health, safety, environmental protection and quality. Training and project-specific instruction will be provided as appropriate.

Prerequisites:

- Full UK driving licence.
- Willingness to travel, stay away from home and work flexible hours when project requirements demand.
- Ability to undertake practical outdoor survey work across varied terrain and in changing weather conditions, with reasonable adjustments where required.

Key Responsibilities:

- Liaise with the Arboriculture & Forestry team to arrange site visits, survey and data collection
- Contribute to the preparation of risk assessment method statements including the logistics associated with travel and accommodation throughout the UK
- Prepare (with support) digital survey packages and associated IT hardware for site survey works and ensure data handling processes are adhered to
- Carry out tree condition assessments in accordance with British standards and industry best practice
- Wear and maintain the required personal protective equipment.
- Maintain high standards of workmanship, site tidiness and care for company tools, vehicles and equipment
- Complete basic site records, checks and timesheets accurately when required
- Work cooperatively and professionally with colleagues, clients, subcontractors and ecological specialists
- Carry out other reasonable duties appropriate to the role and the requirements of Keystone Habitats

Essential Competencies:

Candidates must be able to demonstrate:

- A dependable and punctual approach to work

- Minimum Level 2 qualification in Arboriculture with a willingness to undertake level 4 qualification training
- Hold the PTI qualification or at least be sufficiently experienced and trained to be able to obtain the qualification
- Previous experience of digital data capture using GIS based software
- Previous experience including training in tree risk benefit assessment such as QTRA VALID or others
- Previous experience of BS5837 Survey
- A practical and adaptable approach to changing site requirements

Desirable Competencies:

The following would be advantageous but are not essential:

- First aid +F
- previous experience in tree care / arboriculture operations / urban forestry / woodland management
- experience of working on construction, infrastructure or environmentally sensitive sites.

Note: This job description is not intended to be exhaustive. The employee may be required to undertake other related duties to meet the operational needs of Keystone Environmental Ltd.

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
- Staff appreciation events
- 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.