



Job Title: Principal 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 a CIEEM Registered Practice, we are committed to delivering high standards of professional practice, ethics and quality. The Principal Ecologist plays a key role in maintaining these standards while contributing to the continued growth and reputation of the business and the wider profession.

This is a senior technical and leadership role, responsible for managing ecological projects and supporting the development of a high-performing team. The successful candidate will deliver high-quality ecological consultancy services, provide technical leadership, build strong client relationships and contribute to business development. Excellent communication skills, sound ecological knowledge and commercial awareness are essential.

Prerequisites:

- Full Member of CIEEM (MCIEEM) or an equivalent chartered professional body.
- Degree in Ecology, Biological Sciences, Environmental Studies or a related discipline.
- Demonstrable ecological consultancy experience across a range of sectors and project scales.

Key Responsibilities:

- Lead and deliver ecological consultancy projects from inception through to completion.
- Provide technical oversight and quality assurance across a range of ecological projects.
- Manage project programmes, budgets and resources to ensure successful delivery.

- Develop and maintain strong relationships with clients, regulators and project teams.
- Support business development through networking, tender preparation and identifying new opportunities.
- Mentor, develop and, where appropriate, line manage members of the ecology team.
- Promote high standards of health and safety, quality assurance and professional practice.
- Work collaboratively with multidisciplinary teams to deliver integrated environmental solutions.

Essential Competencies *:

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

- Species and/or habitat survey (S1-3)
- Designing environmental management and/or mitigation plans (M2)
- Habitats regulations assessments, environmental impact assessment, ecological assessment and/or biodiversity net gain assessment (A2-4,6)
- 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)
- Managing quality, resources and operational efficiency (OM1,4)
- Project management including programme and financial management (PRM1)
- Information and document management and/or effective use of information technology (IMI-2)

Desirable Competencies*:

The ideal candidate will also be able to demonstrate **capability** in:

- Environmental management, including ecological management planning, implementation, risk management and specialist ecological advice (M1, M3, M6).
- Strategic Environmental Assessment and/or environmental valuation (A1, A5).
- Contributing to professional guidance, standards or industry best practice (P1).
- Interpreting ecological research to produce evidence-based conclusions (SM3).
- Undertaking standard and complex risk assessments (HS1).
- Partnership working, consultation and stakeholder engagement (F1).

- Setting objectives for resource efficiency and sustainability (OM2).
- Recruiting, leading, developing and motivating ecological teams to achieve business and project objectives (PEM1–PEM2).

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
- Healthcare insurance
- 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.

*CIEEM Competency Framework