



Job Title: Temporary Habitats Operative (Seasonal)

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 Environmental Habitats team are ecological specialists delivering practical and integrated solutions for habitat creation, restoration, mitigation and long-term management across the UK.

The Temporary Habitats Operative will work as part of a site team delivering practical ecological and environmental works. Duties will vary between projects and may include habitat creation and management, vegetation clearance, planting, seeding, ecological fencing and the construction and maintenance of habitat features.

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 work across varied terrain and in changing weather conditions, with reasonable adjustments where required.

Key Responsibilities:

- Undertake habitat creation, restoration, mitigation and management works in accordance with project instructions, task briefings, risk assessments, method statements and site rules.
- Assist with vegetation clearance, planting, seeding, watering, ecological fencing, ground preparation and the construction and maintenance of habitat features.
- Support works in and around ponds, wetlands, watercourses and other sensitive environments when appropriately briefed, equipped and supervised.
- Follow project-specific instructions provided by the Contracts Manager and the day-to-day direction of the Site Manager or Site Supervisor.
- Attend briefings, inductions and toolbox talks and ask for clarification where instructions or requirements are unclear.
- Use hand tools, powered equipment, vehicles and plant only when trained, authorised and instructed to do so.
- Undertake pre-use checks and report defects, hazards, incidents, near misses and environmental concerns promptly.
- 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
- Willingness to learn new practical skills and follow instruction
- Awareness of personal and team health and safety responsibilities
- Ability to work effectively as part of a team

- Care and attention when working in environmentally sensitive locations
- Good communication skills
- A practical and adaptable approach to changing site requirements.
- Undertaking physically demanding outdoor work and maintaining standards in varied weather, ground and access conditions
- Respect for wildlife, sensitive habitats, landowners, clients, members of the public and other site users.

Desirable Competencies:

The following would be advantageous but are not essential:

- previous experience in landscaping, forestry, agriculture, construction, ecological contracting or grounds maintenance;
- CSCS or LISS/CSCS card;
- brushcutter, chainsaw, woodchipper, pesticide or plant-operation qualifications;
- first-aid training;
- trailer towing experience; and
- 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.