



Bat Ecologist

IES Consulting is a small ecological consultancy based just south of Bristol, so we're ideally situated for you to gain experience with a wide variety of species and habitats. Established in 2009, our staff have over 40 years' combined experience in the sector working on a wide range of projects from minor home improvements up to large multi-phase developments and national infrastructure. Our team are experienced in managing complex scenarios including a wide range of UK habitats and fauna. We are a Registered Practice with CIEEM, and ethical employment is one of the key values on which the company is run.

In-house, we hold all annexes of the Bat Mitigation Class Licence and are Bat Earned Recognition Class Licence holders. Our bat licenced ecologist has over 20 years' experience in bat work, and can provide you with the support you need to develop your career in this area. We work on a wide variety of roosts, from single pipistrelles up to horseshoe maternity colonies which are part of an SAC.

We are looking to recruit a permanent bat ecologist to join our friendly, professional team.

About You

- Educated to at least degree level or equivalent in a relevant subject
- Eligible for/working towards membership of CIEEM
- Enthusiastic about the natural environment
- Self-motivated and fast learner, able to work independently
- Excellent written English and good communication and interpersonal skills
- Willingness to work outside of normal working hours, and excellent time-keeping
- Live within commuting distance of Bristol or willing to relocate to within a reasonable distance of the office & eligible to work in the UK (we cannot sponsor visa applications)
- Hold Class 2 Bat Survey Licence or demonstrable experience towards obtaining this
- Demonstrable competence with bat acoustic analysis software (ideally Anabat Insight)
- A strong interest in bat work with a CPD record which reflects this (for example attendance at national or regional bat conferences, bat handling training, box checks etc)
- A willingness to be a team-player on other projects



The Role

For this Bat Ecologist role, we're ideally looking for someone with 1-2 years' experience, who can draft high quality reports, has undertaken bat surveys, can provide a CPD log with an emphasis on bat work and who is working towards or holds their Class 2 bat survey licence. Ideally, you'll also have been named as an accredited agent on development licences. You should have a real interest in developing your career towards bat work, with the long-term aim of gaining your Bat Earned Recognition Class Licence, and may have undertaken training in the voluntary sector such as local bat group monitoring programmes. Alongside the bat work, you'll also need to be willing to undertake a wide range of other ecological survey work, some of which will require staying away from home.

We offer the following standard terms of employment:

- Annual salary of £26,000-£32,000 (37.5hr week) (negotiable depending on experience)
- 30 days of annual leave a year (including 8 bank holidays), increased holiday after 2 years' service and the ability to buy/sell/carry over up to 5 days of annual leave a year
- A comprehensive TOIL system to ensure a good work life balance and we limit out of hours work to a maximum of 3 nights a week
- A CPD budget of £500 per year (plus any travel and subsistence costs for courses/conferences), and extensive in-house training with training review and planning sessions
- Sick pay at your full salary for up to 20 days per year (then statutory sick pay in accordance with the law)
- Enhanced maternity/paternity provision after 1 year of employment (26 weeks full pay, 13 weeks statutory pay for maternity and 8 weeks full pay for paternity)
- Employer contribution into your choice of pension, free annual eye test and cover the cost of upgrading your car insurance to business use
- We pay for your Natural England survey licences, CIEEM membership & CSCS card and support you through the application/upgrade process
- As you'd expect, we provide all the equipment you need to do your job, including PPE and branded clothing, laptop and mobile phone
- The ability to buy/sell up to 5 days of annual leave per year
- Discretionary annual bonus scheme
- A well-appointed dog-friendly office space in the south Bristol countryside ensuring you get plenty of contact time with the senior team to develop your skills and career
- Fully funded company away days and social events

The following skills are highly desirable:

- Demonstrable ecological experience outside of bat work



- Evidence of having completed the BatAbility Acoustic Analysis Course or equivalent experience
- QGIS capability
- CSCS card
- Experience using Coreo
- Full driving licence and access to own vehicle

Closing date 12th January 2025, but please note we will be assessing applications on a rolling basis and will close to applications prior to that if we have the right candidate pool. Interviews to take place on 20th and 22nd January 2025.

Please send a covering email highlighting your bat survey skills and what you've done to develop those with a CV of no more than 2 sides of A4 and a copy of your CPD log to jobs@iesconsult.co.uk. If you'd like to have an informal chat about the role, please email to arrange a suitable time. Interviews will be held in person at our office. We will reimburse costs for those selected for interview.

No Agencies