

# CAREER OPPORTUNITY

**Position:** Ecologist (all levels)

**Salary:** Negotiable

**Office Location:** Irvine, Ayrshire

**Remote/Hybrid Working:** Yes

## ABOUT US

**Our aim is to become the consultancy of choice for challenging planning applications in the UK.**

How are we going to do this?

By solving problems for our clients. We work with individuals and businesses who are developing for the future and we exist to support sustainable development through innovative and intelligent approaches to the planning process.

Our Core Values

Our values mean everything to us. They are the way we work individually and collectively and quite simple, are the fundamentals of our business. As a team we share these values and we are looking for people who fit with our culture and share our ambitions.



### Collaboration

Working closely together in support of each other to make every project a success.



### Communication

Being open, honest and accurate in our feedback and discussions to make sure we are always improving our skills, understanding and quality.



### Clarity

Being clear and concise in our reporting and communication with colleagues, consultees and clients.

**As part of your application to become part of the team, you will need to submit a cover letter explaining how and why you align with our Core Values.**

## ABOUT THE ROLE

Every one of our projects is different and we need people who can apply a range of problem-solving skills. This role will suit a talented, highly collaborative Ecologist who can support the delivery of projects from design through to construction. We are interested in hearing from individuals with ecological survey experience who can manage their own workload and appoint suitable subcontractors, where required. The ideal candidate will possess strong technical and report-writing, and have a proven ability to deliver quality ecological assessments. You will be expected to work to tight deadlines and communicate effectively with interdisciplinary design teams both verbally and in writing. With Collaboration being a Core Value, you'll need to have excellent teamwork and delegation skills.

## YOUR SKILLSET AND QUALIFICATIONS

### We'll need you to have

- A relevant degree or postgraduate qualification in Ecology or Biological Sciences.
- Experience of Preliminary Ecological Appraisal, Phase 1 Habitat surveys and fieldwork.
- The capability to deliver high-quality results within set timeframes.
- Strong organisational skills.
- Good verbal presentation skills with the ability to communicate clearly both in written and graphical form.
- Ability to write clear, concise and professional reports.
- Highly proficient with Microsoft Office.
- Excellent communication skills and English language skills; and
- Full, clean driving licence.

### We'd like you to have

- 2+ years professional experience.
- Experience with renewable energy projects.
- Experience appointing and managing subcontractors.
- Knowledge of ArcGIS Pro.
- Protected Species Licence holder.
- Experience of Biodiversity Net Gain calculations and implementation.

## WHAT WE CAN OFFER

Our real offering to our staff is responsibility and development. We don't like to limit potential, so we are always looking to offer opportunities for our team to improve their skills. We are a dynamic and growing business, and we need people who want to be part of that journey. We believe that by giving passionate people the skills to support our clients, they can build their roles and achieve their personal and professional ambitions. Our company has grown its turnover by 50.7% between the last two financial years, and we have ambitions to keep growing further. We need the right team members to help us achieve our ambitions.

- Excellent career advancement opportunities.
- 1/2 day per month CPD.
- Company pension.
- Team bonus.
- Private medical insurance.
- Access to mental health support services.
- 28 days annual leave (increasing with length of service).
- Annual leave sale / buyback scheme.
- On-site Parking.
- Travel and expenses allowance.
- Flexible working patterns available.

## HOW TO APPLY

Visit our website at <https://www.cogeo.co.uk/about/careers>

### STEP 1 – Cover Letter

We need to know who you are and why you want to work at Cogeo. We are building a team around our core values, so we need to know that you align with them, so please reference them in your letter.

### STEP 2 – CV

Make sure you provide us with an up-to-date CV including all relevant qualifications and professional memberships.

### **Our commitment to prospective team members**

We know that the application process can be frustrating, particularly when your CV appears to fall into a black hole of recruitment. But we promise to give feedback to everyone who applies, as long as they provide a cover letter that meets our criteria.

**If you invest your time in us, we will invest our time in you.**