



Wildlife Trust  
Consultancies

# Recruitment Pack



Dear Candidate,

Thank you for taking an interest in this role at EMEC.

Established in 1991, East Midlands Environmental Consultants (trading as EMEC Ecology) is a specialist **ecology**, **land management** and **arboricultural** consultancy.

A wholly owned subsidiary of Nottinghamshire Wildlife Trust, all profits are gift aided to the Trust to support nature conservation. Over the last 30 years, EMEC has gift-aided over £1m to **Nottinghamshire Wildlife Trust** which has been used to fund its charitable work for people and wildlife across its Nature Reserves and beyond.

This association with NWT, and the relationship that EMEC builds with its clients, ensures that we meet the needs of developers and the need for new developments. But we also help conservation by securing re-investment in habitats that need protection.

The following pages contain a summary of the principal terms and conditions, key dates in the recruitment process and some information about the benefits of working with EMEC.

Good luck with your application and I look forward to meeting you.

Best Wishes

**Susanna Smale**  
**Consultancy Director**



# EMEC Ecology

## Our Vision

**Our vision is to be a leading client and quality focussed environmental consultancy. We enable positive change in the natural world.**

## Our Mission

We support nature's recovery.

By providing the highest quality ecological advice and practical land management solutions, our clients achieve their goals and fulfil their environmental obligations.

Our highly qualified and experienced team deliver innovative projects of all scales, locally and nationally, always with passion and commitment.

Above all, we gift our profit with purpose to Nottinghamshire Wildlife Trust every year.

## Our Values

 We work to facilitate nature's recovery.

 We support our staff and volunteers to thrive.

 We listen to our clients.

 We are responsive to our changing world.





# Why work with EMEC?

## A career that supports conservation

Let's be honest, not all ecological consultancies are the same. We want to do the very best for nature and ALL of our profits are gift-aided to the Nottinghamshire Wildlife Trust to support conservation directly on the ground. We also want to do the best for you. We prioritise your work home life balance by offering flexible working arrangements, and we commit to developing you professionally through our Personal Development programme.

### Benefits of working with EMEC:



**Flexible working options**, including home-working, and a healthy work-life balance encouraged



**Competitive annual leave** plus public holidays



Generous employer **pension contribution**



**Health payment plan**



**Personalised Development programme** designed to enhance your knowledge and progress your career



**Family friendly organisation**



**A multi-disciplinary business**, with opportunities to work on a wide range of projects, developing your experience and skills



Opportunity to work on **high profile projects** with nationally significant clients, and on **smaller scale conservation-focused projects**



**Early morning and nighttime work**, such as bat surveys, carefully controlled



**A close-knit, friendly and supportive team**, including support from our parent Wildlife Trust

# What our employees say

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EMEC's partnership with Nottinghamshire Wildlife Trust initially drew me to the Ecologist role. The prospect of collaborating closely with a conservation organization and directly contributing to the Trust's funding was particularly appealing.

Starting a new job and relocating to a new city during the pandemic was challenging, but the EMEC team was incredibly welcoming and ensured I felt fully supported.

At EMEC, there is a strong emphasis on work-life balance. The flexibility allows team members to manage their workload and pursue areas that interest them.

Career progression is personalized to suit each individual's goals and aspirations.

With EMEC's support, I have successfully progressed from Ecologist to Senior Ecologist.

The supportive environment at EMEC encourages team members to challenge themselves, enhance their skills, and expand their knowledge. The management and team are always there to provide guidance and support.

I enjoy the diverse range of projects EMEC undertakes, from small to large-scale developments to conservation-focused initiatives. This variety keeps the work interesting and fulfilling.

**Alice Palmer – Senior Ecologist**



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“ I moved back to the UK from New Zealand at the start of 2020. Despite the uncertain times, EMEC was actively recruiting and offered a competitive package with exciting major projects. They provided an incredible opportunity to quickly develop my role by growing a new project management department.

I enjoy working for EMEC because:

- I'm trusted to deliver my work in the way I see fit and I'm not micromanaged.
- Support is always available when I ask for it, whether it's bringing in additional internal or external resources for projects or receiving guidance from my line manager.

- There's room to develop my role in areas that interest me, rather than being pushed into specific tasks or projects.
- There's a strong team culture where staff help each other deliver successful projects and reports.

Overall, EMEC provides an empowering and supportive environment that allows me to thrive professionally.

**Ben Jones – Senior Project Manager**



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# Role description

Salary: £24,390 - £27,681 pa

Contract type: Full time (37.5 hours/week), Fixed term

Location: NG1 1EA with travel so a driving licence is essential

## Line Management & Supervision:

- you may be required to oversee and supervise the activity of contractors, casual contract staff and volunteers

## Management of Resources & Projects:

- Contribute to the planning and delivery of practical work on sites through discussions with the line manager and other interested parties.
- Ensure implementation of works on sites to a high standard, in accordance with the appropriate contract specification and H&S and other internal policies
- Project planning, ordering of materials, maintaining vehicles, plant machinery and tools
- Undertake delivery of contracts on sites incorporating tasks that include, site safety, vehicle, tool and machinery maintenance, litter picking, structural repairs, and public engagement.
- Assist with the delivery of a range of ecological surveying and monitoring as directed by the Land

## Business Development & Liaison:

- Liaise with clients regarding project requirements and outputs, and provide on-site client liaison

## Compliance & Governance:

- Ensure all H&S systems and procedures are followed
- Assist with the production of risk assessments
- Ensure relevant databases are updated accurately and timely to ensure compliance with Business Management Systems

## General:

- unsocial hours including evenings and occasional weekends
- a full driving licence is essential
- undertake other duties as appropriate to the role
- abide by organisaitons policies and procedures
- this post is subject to a DBS (Basic) check

For a more detailed description of the roles and responsibilities please refer to the Job



# Personal Specification

## EXPERIENCE

- Experience of delivering practical conservation and countryside management work.
- Experience of supervising the work of staff and/or volunteers (desirable).

## KNOWLEDGE

- Practical knowledge of the operations of plant and machinery (desirable).
- An understanding of Health and Safety regulations relevant to the field.
- An understanding of ecological sensitivities of land management.
- UK nature conservation issues.

## SKILLS

- Practical countryside management skills (essential)
- SSSTS Health and Safety qualification (desirable)
- Chainsaw ticket CS30 and 31 Chainsaw (essential) CS32 and CS38 (essential)
- CS31 (Felling Small Trees up to 380mm)

## SKILLS (Continued)

- Wood chipper ticket (desirable)
- Brush cutter ticket (desirable)
- Pesticides training (desirable)
- CAT scanning qualification (desirable)
- Efficient administration and organisation skills
- Ability to manage and motivate volunteers
- Good basic level of species identification skills
- Effective communication skills
- Team working skills.

## PERSONAL QUALITIES

- High level of enthusiasm, self-motivation, self-discipline and initiative.
- Flexible and positive outlook.
- Ability to work individually and as part of a team.
- Commitment to environmental issues.
- Commitment to equal opportunities.
- Ability to work on difficult terrain and use heavy equipment, e.g. steep slopes and in inclement



# Our work



## Explore Manufacturing: Biodiversity Enhancement Plan

EMEC Ecology was commissioned by Laing O'Rourke to undertake a biodiversity assessment of their subsidiary site, Explore Manufacturing, a reclaimed limestone quarry. A biodiversity action plan was produced to enhance habitats on site to benefit ecology and staff wellbeing.

[View the full case study](#)



## Flower Pod Wildlife Area Renovation

EMEC were commissioned by [Reach Learning Disability](#) (Reach) to renovate an old pond and create a user-friendly wildlife resource area at one of their horticultural centres – Flower Pod Southwell. Flower Pod is a 1.5-acre green space initiative created by Reach, a registered charity dedicated to supporting people with learning disabilities in Nottinghamshire.

[View the full case study](#)



## Center Parcs Annual Ecological Monitoring

EMEC Ecology (on behalf of the Association of Wildlife Trust Consultancies) are commissioned by Center Parcs to undertake the role of Appointed Ecologist to assess the performance of their Villages against their Biodiversity Action Plan targets.

[View the full case study](#)



**[www.emec-ecology.co.uk](http://www.emec-ecology.co.uk)**

**EMEC Ecology, The Old Ragged School,  
Brook Street, Nottingham, NG1 1EA**  
0115 964 4828  
[mail@emececology.co.uk](mailto:mail@emececology.co.uk)