



Applicant Recruitment pack



Achieving a people powered nature recovery

Welcome

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 and land management consultancy with dedicated project management capability.

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's (NWT) which has been used to fund habitat conservation work across nature reserves under the management of NWT and other wildlife conservation activities and campaigns.

This association with NWT and the relationship EMEC builds with its clients ensures we play a key role in a circular economy of delivering advice that meets the needs of developers and the demand for new developments, but also helps conservation by securing re-investment in other 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



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About us

East Midlands Environmental Consultants (trading as EMEC Ecology) was established in 1991 and has since become a trusted name in specialist ecology, land management, and arboriculture services.

As part of the Nottinghamshire Wildlife Trust group, EMEC combines strong conservation values with professional consultancy expertise to deliver practical, impactful solutions for clients across diverse sectors.

Over the years, EMEC has built a reputation for high-quality ecological advice, project delivery, and land management, supporting a wide range of projects from large-scale infrastructure developments to small-scale habitat restoration.

Our client base is broad, including developers, planners, architects, utility companies, government agencies, and local communities. This diverse portfolio allows us to contribute meaningfully to conservation outcomes while supporting sustainable development.

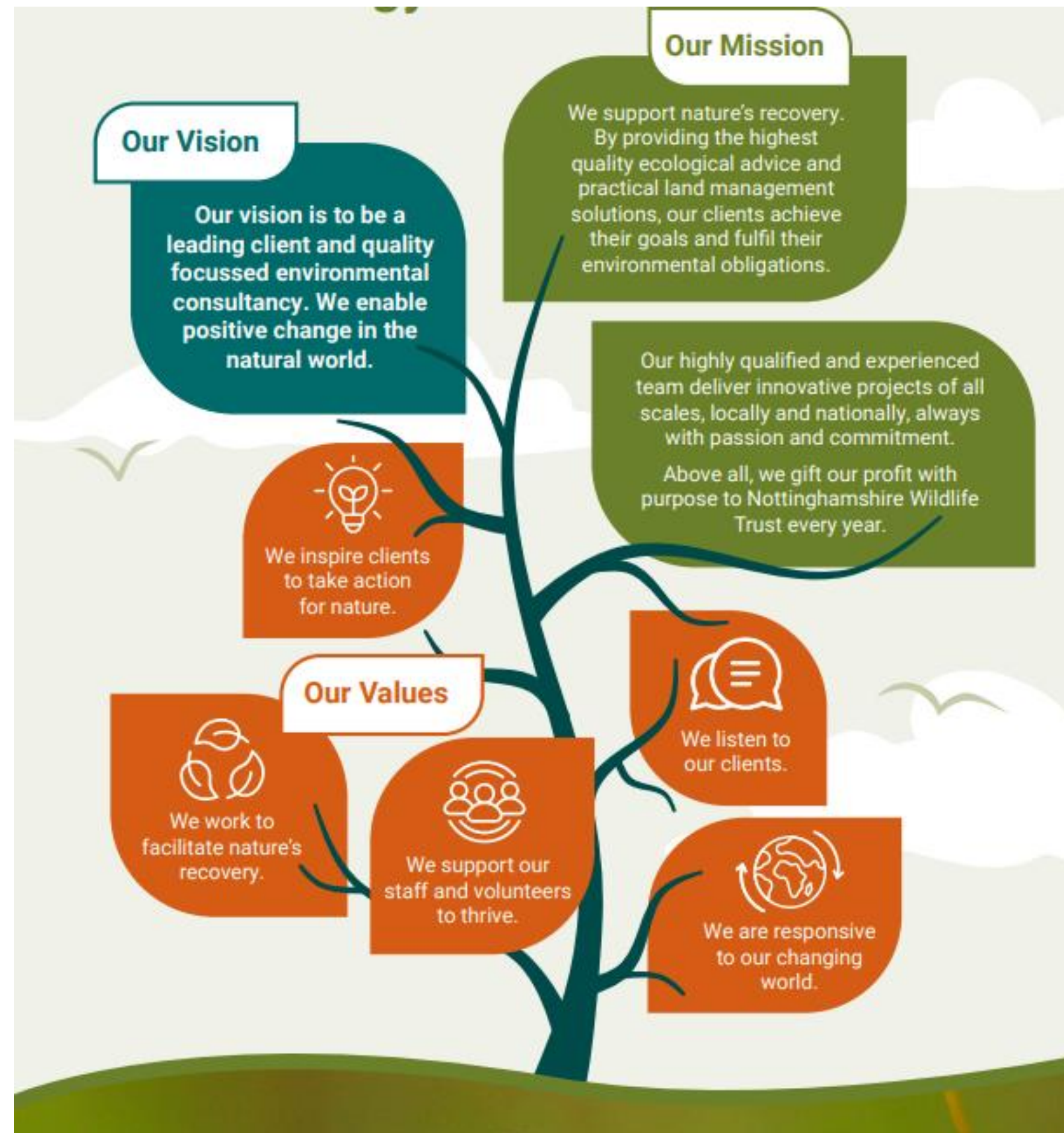
Currently, EMEC is at an exciting juncture. We continue to expand our services and influence, embracing new challenges and markets, particularly in response to increasing demand for nature-positive solutions and regulatory compliance.

Our 'Profit with Purpose' approach reflects our commitment to balancing commercial success with strong environmental and social values.

As part of the Nottinghamshire Wildlife Trust group, EMEC benefits from shared expertise and resources, aligning closely with broader conservation goals while maintaining operational autonomy and a clear business focus. This unique positioning enables us to offer clients both trusted ecological advice and tangible conservation impact



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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



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Wellbeing



We provide the following to support employees in maintaining good health and wellbeing:

- Open communication and regular meetings including regular one to one catch ups and formal supervision sessions with their line manager
- Managers have an 'open door' policy whereby they are available for employees throughout the organisation to contact through the day.
- Special leave arrangements in line with our policies i.e. compassionate leave
- Opportunities for flexible working.
- An organisational grievance policy.
- Safeguarding policies
- A safe environment for employees to share matters of concern.
- An Employee Assistance Programme available to all employees

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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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](#)

Our offices



TORS

The Old Ragged School

1 Brook Street

Nottingham

NG1 1EA

Tel: 0115 958 8242

E-mail: info@nottswt.co.uk

Opening hours: Monday-Thursday 9am-5pm



Attenborough Nature Centre

Barton Lane, Attenborough

Nottingham

NG9 6DY

Tel: 0115 972 1777

E-mail: attenborough@nottswt.co.uk

Opening hours: (Summer)

Monday to Friday: 9am to 5pm, Café closes at 4.30pm. Weekend: 9am to 6pm, Café closes at 5.30pm.

(Winter) Every day: 9am to 4pm, Café closes at 4pm.



Idle Valley Rural Learning
Centre

North Road (A638)

Retford, Nottinghamshire

DN22 8RQ

Tel: 01777 858 245

Opening hours: (Summer)

Monday to Friday: 10am to 5pm, Café closes at 4.30pm. Weekend: 9am to 6pm, Café closes at 5.00pm.

(Winter) Every day: 10am to 3pm, Café closes at 3:30pm.



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The Old Ragged School (TORS) Car Parking



Making your application

Adjustments - If you require any adjustments to make our recruitment process more accessible, please let us know by contacting the HR team at HR@nottswt.co.uk

Employment checks - We are committed to safeguarding our employees; safeguarding and promoting the welfare of children and adults at risk; and mitigating the risk to our business of financial and/or data fraud. Applicants must be willing to undergo pre-employment checks with past employers; Disclosure and Barring Service checks at the eligible level; right to work checks and driving licence checks (where applicable).

Please do not use artificial intelligence tools to assist you to complete the application form. We may not accept applications that have been completed utilising AI tools. If you would usually use tools such as these to assist you in filling in a form, please contact HR@nottswt.co.uk to discuss this further and understand other options.

