



Greenspace  
Ecological  
Solutions

Be part of something special

# Applying to Greenspace Ecological Solutions

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Seen an open role that fits your experience and passion, or simply putting your CV forward for future possibilities, Welcome!

As you apply, keep in mind that we really want to know how you think. We're looking for collaborative people who love solving complex problems. If you have an experience of working with ecological consultancy, share it.

Be sure to let us know how you approach projects, work with others, and communicate. In short, help us understand how your expertise can make an impact at Greenspace Ecological Solutions.

When submitting your application please state what position you are applying for. All applications need a cover letter, please use this as an opportunity to put across your expertise, career goals, interests, working and salary expectations.

If you are applying as a freelancer to join our subcontractor team please state what services you supply and list your fees.

Once you submit your application, someone from our recruiting team will review it and reach out to you directly if they'd like to schedule an interview. Whether or not we contact you your application will remain on file for future openings.

Looking for more guidance on how to apply? Check out the Interview Process page within this pack, but first here is a bit about us...

# Meet our successful team

## Core Ecology

**Guy Newman MCIEEM**

Founder and Principal Ecologist

*Registered Consultant BLILC  
Natural England Class 2 Bat Licence  
Natural England Class 1 Bat Licence  
Great Crested Newt Licence*

**Paul White ACIEEM**

Senior EcIA Ecologist and Health &  
Safety Coordinator

**James Johnston GradCIEEM**

Senior Ecologist

*Natural England Class 2 Bat Licence  
Natural England Class 1 Bat Licence  
Great Crested Newt Licence*

**Linnet Whiston GradCIEEM**

Ecologist

*Dormouse Licence  
Great Crested Newt Licence*

**Oliver Kemp GradCIEEM**

Assistant Ecologist

*Dormouse Licence*

*We are also assisted by numerous associate members of the team*

## Business Support

**Victoria Hodsdon**

Director

**Susannah Arthur**

Accounts

**Gemma Abela**

Data and Admin

- Controlling Quality
- Document Management
- Resource Planning
- P&L Management

HR, Employment Law and Health & Safety

**Citation  
APPROVED**



**Citation  
APPROVED**



# How we work

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## Collaboration

*Everyone has value to add.*

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We are a small well balanced team with collaboration at the heart of our working practices. We support each other on every project, complementing our specific disciplines to ensure we deliver an agile and responsive service to our clients.



## Latest Tech

*The future of ecology.*

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From the best bat detection hardware, analysis software, thermal imaging and IR cameras, to our current trials into the capabilities that drones and 3D image rendering offer. We regard technology highly in regard to harvesting the best datasets, thus enabling the most informed decision and solution building.



## Robust Reporting

*Leaving no stone unturned.*

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Our strengths in capitalising on available technologies, thorough surveying techniques and team collaboration come together within our robust reports. Recently updated in line with the 2nd Edition "Guidelines for Preliminary Ecological Appraisal" December 2017 our reports provide comprehensive yet concise information to our clients.



## Visual Excellence

*Making results accessible.*

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Our reports are not only rich in content, but we also go to great lengths to simplify and disseminate our findings into highly visual communications that are accessible to our clients. We apply high standards to the quality of our documents and tell a clear story through the use of diagrams, plans and photography.



# Supporting professional development

Shared learning, CPD and supporting professional development is at the heart of the company ethos and considered part of our corporate responsibility. In-house training is readily available in the country estate where we are based, enabling training/research of various species/habitats. Ecologists attend external courses throughout the year from reputable providers such as CIEEM, FSC, BCT, KWT etc and these later shared with the rest of the team.

## 2016

- Advanced Tree Roost & Wooded Habitat Bat Surveys Course. AEcol. Dec 2016
- Identifying Plants without Flowers. Kent Wildlife Trust. Sep 2016 to Dec 2016
- CIEEM 2016 Autumn Conference. CIEEM. Nov 2016
- CIEEM Advanced Course in Ecological Impact Assessment (EcIA). CIEEM at Atkins. Nov 2016
- Harvest Mouse Conservation (Talk/Course). Surrey Wildlife Trust. Oct 2016
- Priority and Protected Species Law and Policy Course. CIEEM. Oct 2016
- BCT National Conference. Held in York. Sep 2016
- Webinar run by CIEEM on the Principles for Achieving Net Gain Biodiversity Outcomes from Development. Sep 2016
- BCT Surveying for Bats Course. BCT held at FSC. July 2016
- Plant ID Certificate. Kent Wildlife Trust. June 2016
- Great Crested Newts and Development Course. Acorn Ecology. May 2016
- Train the Trainer. CIEEM. April 2016
- Great Crested Newt eDNA Course. Freshwater Habitats Trust. April 2016
- Spring Conference & Changes to EcIA. CIEEM. March 2016
- CIEEM South East England Section AGM 2016. CIEEM. Feb 2016

## 2017

- Dormouse and Development. The Mammal Society. Oct 2017
- Bats Low Impact Class Licence Training. CIEEM. Sep 2017
- BBS Survey Methods. Kent Wildlife Trust study day. May 2017
- Surveying for Bats. Bat Conservation Trust. May 2018
- Mist netting, Harp Trapping and Bat Handling Course. Dr. S. Sowler. May 2017
- Badger Training Day. MN Wildlife. May 2017
- Learning Bird Song. Kent Wildlife Trust study day. March 2017
- A Legal Update for Ecological Consultants - Brexit and European Protected Species. Herpetologic & FREETHS. Feb 2017
- Badger Impacts and Mitigation. CIEEM. Feb 2017
- Emergency First Aid at Work. The First Aid Team. Jan 2017

## 2018

- Surveying for Bats. Bat Conservation Trust. May 2018
- Habitats Regulations Assessment (HRA) of Projects (England/Wales). CIEEM. Jan 2018

*“During my 3 years at GES I feel my CPD has been prioritised by my Directors. I have been sent on numerous courses with an obvious focus of training me to be the very best ecologist I can be. Since being with the company I have gained my Level 1 Class Bat Licence and recently gained my Level 2 Class Licence. This was largely down to the guidance and training provided by and through GES.”*

*James Johnston, Senior Ecologist  
Started as Ecologist in 2015, promoted in 2017*

# Advocates for the profession

We constantly seek opportunities to support and encourage ecologists and to promote the profession.

We are one of two selected ecological consultancies representing SMEs on the Trailblazer Group structuring the “Ecologists and Environmental Management Professional Apprenticeship” scheme (featured in CIEEMs publication *‘In Practice’*, Issue 98: pg 46-47).

Opportunities to present presentations such as *‘An Insight to the Ecological Industry’*, *‘The Role of an Ecologist’*, and *‘Ecology and the Law’* at establishments such the University of Greenwich (Hadlow), the renowned Tonbridge Boys School and to local architect firms has enabled disclosure of the industry to a range of audiences.

We value connecting through our website and social media channels, engaging in many trending discussion from the ecological implications of Brexit to working conditions for field surveyors.

The importance of volunteering is highly valued and currently members of our team support groups such The British Trust for Ornithology, Kent Mammal Group, National Dormouse Monitoring Programme, Kent Bat Group and the local schools Nature Club serves to achieve this goal.



# Introducing some of our clients and example projects...



Stephen Langer Architects



# Crawter's Brook People's Park, Crawley

*Shortlisted for the British Business Improvement Districts' (BIDs) Proud Projects Awards - 2015  
Highly Commended by the Landscape Institute - 2016.*

We were excited to advise landscape architects AllenScotts on ways to maximise the ecological credentials of Crawter's Brook People's Park, a green space provided for workers from the surrounding industrial estate.

The preliminary ecological appraisal identified habitats suitable for reptiles, amphibians and bats and we set out recommendations to retain and improve the waterbody, woodland, wetland habitats and the installation a monolithic site entrance bug hotel. Improved habitat for reptiles, bat foraging areas and invasive's control, further served to provide biodiversity enhancements. Where habitat suitable to support wildlife was to be affected, appropriate advise on timings and working methods avoided the need for further surveys.

Information boards in key locations serve to ensure visitors to the park remain informed ecological importance to the area.

The transformation of an area of neglected wetland/woodland into a thriving hub for biodiversity is demonstrative of what, with innovative thinking, can be achieved on a minimal budget.

[For further details click here](#)



# Commercial/Industrial Development, Folkestone

Approached to complete reptile presence/likely absence surveys of two landlocked plots within an industrial estate, the surveys were needed to aid in the submission of a planning application for a commercial/industrial development project.

Our findings identified a good population of slow-worms and an exceptional population of common lizards across the sites.

Having identified no capacity for on site relocation, consultation with Dover District Council, Natural England and the White Cliffs Countryside Partnership secured two areas of ideal habitat for both species, within the Etchingill Escarpment Site of Special Scientific Interest (SSSI).

Selected due to proximity and (pre motorway and CTR rail construction) the potential historic genetic inclusion across the receptors and donor sites, habitat enhancements extended to the installation of log piles, the creation of butterfly bays and the funding of ongoing gorse / scrub management within the SSSI. Translocation of 379 individual reptiles across a two season period

was considered sufficient to ensure the ongoing viability of the populations affected.

The mitigation strategy achieved the objectives of the development whilst safeguarding the reptile species present in accordance with relevant wildlife legislation. Retention of the vegetated stream banks and application of a sensitive landscape strategy is hoped to encourage wildlife and reptiles to return post development.

Although outside the scope of the project, identification and on approval of the client, the subsequent translocation of c. 70 common spotted and bee orchid spikes into an unconnected local nature reserve, further serves to ensure mitigation for on-site biodiversity was implemented throughout.

It is not often that you can unite industrial development, a district council, Natural England and the Countryside Partnership caring for a Site of Special Scientific Interest (SSSI), but we are pleased to say we did just that during the Shearways, Folkestone project.



# Grosvenor and Hilbert Park, Tunbridge Wells

Tunbridge Wells Borough Council requested consultation and ecological guidance on the Heritage and Lottery funded large-scale restoration project of Grosvenor and Hilbert Park.

The preliminary ecological survey identified the park as supporting a diversity of habitats including formal parkland, open grassland, woodland, waterbodies and wetland areas.

At least six species of foraging/commuting bat and a common pipistrelle roost were identified onsite. Suitable habitat for reptiles and amphibians were also found. Subsequent further surveys were deemed necessary for these species.

Among others an exceptional palmate newt population was recorded as present within the fast flowing stream. The wetlands proposed for restoration were identified as supporting a diverse array of aquatic invertebrates.

Retention of the invertebrate and micro-organism diversity was achieved by sweep netting the wetland area prior to the start of the construction works and temporarily relocating captured invertebrates into holding tanks.

Installation of sediment traps, careful timings of works and ongoing monitoring serve to ensure the palmate newt population remains unaffected.

Our mitigation strategy aimed to ensure that the works were undertaken in a manner that was sensitive to the ecological interest of the park. We implemented elements of the mitigation strategy and have remained on-hand throughout the duration of the project.

This was a fulfilling project due to its nature, diversity and public green space factors. Working closely with the appointed architects to incorporate ecological enhancements into the design of the restored park to improve the overall long-term value of Grosvenor Hilbert Park for wildlife.

The restoration works within the park are now complete and we are pleased that it is a thriving area for visitors and the community to enjoy.

[For further details click here](#)



# Cottage Farms Ltd, Horsmonden

Located in the heart of Kent, Cottage Farms Ltd. approached us to assist with their vision to become the top fruit packing hub for local and international fruit packing in the south east. We, and the associated benefactors, ensured the on-site ecological receptors were protected where practical and ensured enhancements were achieved sufficiently to secure their bid for £3.4m investment to facilitate the build.

Our surveys identified nesting birds, great crested newts and common lizards as the sites key ecological features. Habitats were to be affected and the subsequent need for a European Protected Species Mitigation (EPSM) licence for great crested newt and reptile relocation was implemented prior to the start of works.

Through careful design, the mitigation strategy safeguarded the nesting bird, great crested newt and reptile populations whilst ensuring the project build programme and the continued day to day running of the farm were achieved.

Ongoing monitoring of the site has returned some pleasing results, with great crested newt identified within the on-site SUDS and a population of common lizard recorded within the recently created habitats within the site.

Retention of the reptile population and a potential extension to breeding ponds available to great crested newts are a credit to the team involved and a great demonstration of how the local farming industry and ecological receptors can coexist happily within a rural landscape.

Although monitoring has concluded, Cottage Farms has maintained its relationship with GES and beyond that required, the clients additions of native species rich hedgerows, grassland diversity and appropriate scrub management have continued the rise in the ecological value of the site.



# Maidstone River Park - 10.5km Towpath Construction

We were delighted to assist Kent County Council in achieving planning permission for a 10.5km length of towpath along the River Medway between Aylesford and Barming in Kent.

The surveys, required prior to the improvement works to the shared pedestrian and cycle path, were required to establish the potential for species such as bats, dormice, otters and water voles to be impacted by the proposed.

Trees to be affected were initially surveyed for features suitable to support roosting bats. Where design alteration could not retain trees with potential, further evening emergence surveys and/or elevated inspections were later conducted. Suitable habitat for dormice was identified and subject to standardised dormouse survey techniques. Due to the steep sided nature of the river banks, the surveys for otters and water voles required specialist measures, with field sign inclusive of droppings/spraints, feeding remains, burrows/holts and footprints searched for from the GES research RIB.

Liaising with KCC Senior Public Rights of Way Officer enabled the project to be redesigned to ensure retention of all trees and the majority of habitats identified as in use by bats and dormice, thus avoiding the delays and costs associated with European Protected Species Licencing. Although considered absent at the time of the survey the provision of otter holts within suitable bankside locations and the establishment of species-rich riparian zones were also provided to allow the historically present otter and water vole populations to re-establish.

After opening in 2017, the towpath was heralded as 'an ideal way for cyclists and walkers to explore the Maidstone River Park' and provides an ideal get away from the hustle and bustle of urban life for the enjoyment of generations to come.

[For further details click here](#)



# Privett Tunnel, Hampshire

Having identified potential health and safety risks related to access shafts present within the soffit of the tunnel, Walker Construction approached GES to advise on the ecological implications of conducting an essential Ground Penetrating Radar (GPR) survey the Privett Tunnel, Hampshire.

The 960m long tunnel was not only used for storage and home to a well-known Nike sponsored BMX park, the site is also one of the counties most frequented hibernation sites, with NBMP hibernation surveys regularly recording 100+ ; Natterer's, Daubenton's, soprano pipistrelle, brown long-eared and greater horseshoe bats.

Initial proposals extended to removal of the BMX ramps, the erection of scaffolding along the length of the tunnel (c. 6 weeks completion time) and the application of the GPR survey in the month of February.

Through consultation with the tunnel owner, the Hampshire bat group and Walkers Construction, GES devised an alternative approach which served to mitigate the potential disturbance to hibernating bats.

Devising a strategy which ensured retention of the BMX ramps which were likely to be in use by hibernating bats, the installation of a lighting scheme to encourage bats to disperse out of the proposed works area of their own volition.

Transference from the proposed scaffold to the use of a Mobile Elevated Works Platform (MEWP) minimised potential impacts to bats. Bat activity both within and outside the tunnel was monitored both during and post works using static bat detectors.

Furthermore, rescheduling the works to April served to avoid both the hibernation and summer roost period for bats, whilst achieving Walkers end of year financial requirements.

Having agreed the strategy with the Hampshire Bat Group, the required EPSM licence was successfully obtained from Natural England.

Lighting deterrents installed, the GPR survey was conducted from the MEWP under the supervision a suitably experienced and licenced bat ecologist.

Application of the revised strategy resulted in no bats being identified within the works area and a minimal disturbance to bats resulting from the project.

Considered a great demonstration of collaborative thinking, avoidance of extensive scaffolding, the need for Phase 2 bat surveys and the flexibility shown by the client ensured the public health and safety requirements and those presented by hibernating bats were fulfilled.



# Land at St Michael's Close, Aylesford

A former quarry surrounded by an industrial estate, country park and a golf course, Land at St Michael's Close in Aylesford had been previously identified by the local authority as a location suitable for industrial development.

Covering a total 3.8ha, maintenance of a physical barrier between the pre-existing industrial units and the surrounding countryside was required and some 1.4ha was identified for developed.

GES were subsequently commissioned by Aveling Securities to determine the presence of habitats and species of conservation concern. Mapped historically as ancient woodland, the quarry floor and graded face proposed for development supported disturbed ground, scrub, short ephemeral vegetation with woodland. Subsequent surveys identified reptiles, GCN, badgers and bats as likely to be affected.

After demonstrating to the authorities that the ancient woodland identified as present had been removed during the quarrying operations, application of an appropriate mitigation strategy and retention of trees with potential to support roosts avoided the need for further surveys and/or licences for bats. To ensure the works were conducted in accordance with the associated legislative and policy requirements, a European Protected Species Mitigation (EPSM) licence was obtained

for GCN and a badger sett closure licence was obtained from Natural England prior to the start of works.

Upon approval of the licences, the site was cleared of GCN and reptiles and the badger sett located within the quarry face was 'closed down' in an appropriate manner.

Site mitigation extends to the construction and enhancements of a receptor site, ground level remodelling to create species rich broad-leaved woodland, the inclusion of native hedgerows and planting within the landscape design and increased roosting / nesting opportunities for bats and birds.

GES's involvement with the project is to continue, through application of site monitoring throughout the construction and post-development phase, and having undergone significant alteration over the years, we're looking forward to seeing the site develop and excited to see how the ecological enhancements establish.



# Our interview process

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## **The first round**

To start, we typically reach out to set up a telephone call. This conversation is meant to gauge your capabilities, current experience and discuss terms of the role, salary, benefits and expectations.

## **The second round**

We dive deeper into your skills and experience, assess how well you align with Greenspace Ecological Solutions values and, depending on the role, conduct a practical session/walkover within the country estate that the office resides in. During this round, we take the time to get thoroughly acquainted with each candidate.

## **The final round**

Finally, for certain roles we schedule an extended session, so you can meet several of the team. This session is tailored to each candidate and role, but activities may include a questionnaire, an example project assessment, reviewing of a technical report and critiquing, participating in a brainstorm session of example scenarios.

*Please note: If you are applying to work for GES as a freelancer the above format will be amended accordingly.*

A grayscale photograph of a person jumping into a body of water, with their arms and legs spread wide in a 'V' shape. The background shows a dense forest of evergreen trees under a cloudy sky. The person is wearing a light-colored tank top and dark shorts.

# Thanks

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*Please send your application to:*

E: [flo@greenspace-ecology.co.uk](mailto:flo@greenspace-ecology.co.uk)

T: +44 (0) 1892 457 062

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