



Be part of something special

About Us

GES is an award-winning independent ecological consultancy committed to delivering the highest possible standards of service and providing outcome focused advice across a range of disciplines.

As a company we provide a wide range of Ecological and Arboricultural Services to a range of sectors. Our portfolio includes town expansions, housing developments, commercial schemes, education, health care, recreation and utilities projects.

As a team we enjoy the challenges often faced within the industry and work together to deliver forward thinking approaches. We are passionate about ecology, the industry and providing high levels of customer care and pride ourselves with being at the forefront with technology.

Striving to develop individuals through the provision of a supportive and friendly atmosphere, we are firm believers of knowledge sharing and CPD is key to the company ethos. Every member of our team is valued and plays an important role in the development of the company.

Being proud winners of the CIEEM Best Small Consultancy of the Year in 2018, we continue to develop our reputation for producing high quality work and due to continued company growth, we are currently seeking individuals to complement the existing team.

If you wish to feel valued, make a positive difference and be part of something special please read on...



Applying to Greenspace Ecological Solutions

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

Winners of CIEEM's 2018 Consultancy of the Year

Core Ecology

Guy Newman MCIEEM
Founder and Principal Ecologist

*Registered Consultant BLICL
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

Matthew Rohner MSc GradCIEEM
Ecologist
Great Crested Newt Licence

Tanya Rowlinson MSc
Assistant Ecologist

James Johnston GradCIEEM
Senior Ecologist

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

Oliver Kemp GradCIEEM
Ecologist
Dormouse Licence

Gemma Abela MSc
Data Coordinator and Trainee Bat Ecologist

We are also assisted by numerous associate members of the team

Business Support

Florence Hodsdon
Director of Operations

Susannah Arthur
Accounts

Victoria Gorst
Office Administrator

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

HR, Employment Law and Health & Safety

**Citation
APPROVED**



**Citation
APPROVED**



How We Work



Collaboration

Everyone has value to add.

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.

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.

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.

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

2017

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

2018

- CIEEM Hazel Dormouse Handling and Survey - Aug
- Dormouse and Ecology. Wildwood Trust - Jul & Aug
- Surveying for Bats. Bat Conservation Trust - May
- Surveying for Bats. Bat Conservation Trust - May
- CIEEM webinar on Brexit. CIEEM - May
- Surveying for Bats. BCT - May
- European Protected Species One-Day Legal Course for Ecological Consultants. REETHS - Apr
- Mammal Society Annual Student Conference (where member of team presented) - Apr
- CIEEM webinar on Update on Preliminary Ecological Appraisal - Jan
- Habitats Regulations Assessment (HRA) of Projects (England/Wales). CIEEM - Jan
- Various Krag & KBG events and talks throughout the year.

"During my 4 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

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 as 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 discussions 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 as; The British Trust for Ornithology, Kent Mammal Group, National Dormouse Monitoring Programme, Kent Bat Group and the local schools Nature Club.



Introducing Some of Our Clients...



How to Apply

Please send in your CV with covering letter to Flo@greenspace-ecology.co.uk.

Our Interview Process

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 or 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 outstretched. The background shows a dense forest of evergreen trees under a cloudy sky. The person is in the center-right of the frame, jumping towards the left. The water is in the foreground, and the forest is in the background.

Thanks

Please send your application to:

E: flo@greenspace-ecology.co.uk

T: +44 (0) 1892 457 062

www.greenspace-ecology.co.uk