

## **RSK Wilding – BNG ecologists and other roles, UK-wide**

Salary range: £25,000 - £60,000

Location: UK Wide

### **The Vacancy**

*Help us deliver BNG and nature recovery at scale.*

RSK Wilding was formed in early 2020 with the aim of focussing on all aspects on Biodiversity Net Gain (BNG), wider habitat restoration and nature recovery. This included working with developers to identify and calculate their on-site BNG (through UKHab surveys and the Biodiversity Metric), liaising with landowners on the potential for their land to be enhanced to provide biodiversity credits, and ultimately creating and managing our own habitat banks.

More recently we have also taken on roles in quality, training and oversight, working with local authorities to help build BNG capacity and capabilities and develop their Local Nature Recovery Strategies, providing CPD and other training across all sectors and, in February 2024, becoming one of the first four Responsible Bodies in England. In this latter role we will be drawing up Conservation Covenants with those delivering BNG (as well as other applications), essentially regulating quality and ensuring successful delivery of this critical new legislation.

Sat within RSK Biocensus, a 160-strong, award-winning CIEEM-affiliated ecological consultancy, and the wider RSK Environment team, RSK Wilding has access to considerable resources and opportunities, with hundreds of development projects ongoing at any one time, the majority of which now require BNG. We therefore have a key role in supporting our colleagues.

Given the wide range of skillsets employed through our work, whilst we are mostly looking for ecologists with BNG experience, we may also be interested in other skilled professionals with expertise in relevant areas, such as habitat restoration experts, those with monitoring and evaluation expertise, land agents, agricultural advisors, environmental lawyers, and project managers. Basically, if you have a skill that can help us deliver at scale, we'd like to talk to you!

This role will be a hybrid role, with flexible homeworking and office work, as appropriate.

We are looking for multiple grades (from Consultant, Senior, Principal and above) and multiple skillsets, as indicated above.

### **Key Responsibilities**

If you join our team, you will have a key role, not only within RSK Wilding but also wider RSK Biocensus, winning work, delivering excellent outcomes (whether through survey work, report writing, project management or technical advice), providing leadership and support to colleagues, and leading by example.

Your responsibilities will include:

- Developing client relationships to ensure opportunities come into the business, based on successful delivery of previous tenders and projects;
- Providing leadership, direction and advice, acting at all times with professional integrity, and exercising sound professional judgment within (and recognising the limits of) your competence;

- Supporting others to uphold professional standards, and acting as a role model;
- Developing your professional knowledge and skills, by maintaining a personal CPD record and an up to-date professional CV; and
- Actively using the Performance Development Review (PDR) process to set objectives for the year ahead that develop your skills and competencies in line with the team's needs and your interests and aptitude.

Most importantly, you will be hard-working, technically excellent, a great member of our close-knit team and passionate about your role in t "bending the curve" of biodiversity loss, both in the UK and further afield.

## **Person Specification**

### *Ecologists (various levels)*

- 1st Degree in relevant discipline or equivalent
- Relevant experience since graduation, ideally including UKHab and botanical survey (FISC level 3 or above)
- Full UK Driving Licence
- Full membership with CIEEM or working towards
- Abide by CIEEM's Code of Professional Conduct.
- Working towards Chartership, if Principal or above (CEcol unless CEnv has more relevance)

### *Other Roles (various levels)*

- 1st Degree in relevant discipline or equivalent with clear interest in ecology and the environment
- Relevant experience since graduation, in a specific area and to a level appropriate for the grade of role applied for
- Full UK Driving Licence
- Full membership of a professional body/institute or working towards
- Working towards Chartership ,or equivalent, if principal or above
- A clear idea how you can put your skills and experience to good use for RSK Wilding and our work at scale

## **Salary and Benefits**

- £25,000 – £60,000
- Life assurance
- A flexible benefits programme including the option to buy additional holiday, health cash plan and discounted gym membership
- RSK Group is an Equal Opportunities Employer
- More detailed job description attached

#Ecology #Consultancy #environmentaljobs

RSK will not accept unsolicited CVs from agencies other than RSK PSL or Secondary agencies.

## **About the wider business**

RSK Wilding is currently a small team within the larger ecological consultancy business. RSK Biocensus offers leading consultancy and contracting services in the ecological sector. Our interdisciplinary teams have operated on and contributed to dozens of specialised and multimillion-pound projects across the UK. Our refined service offering oversees a complete range of ecological services, including advising on purchasing land, undertaking surveys and environmental impact assessments and post-consent licensing and monitoring.

As a market-leading ecological consultancy, we rely on our expert and multi-disciplinary teams of more than 160 in-house staff, supported by a nationwide network of more than 700 quality-assured consultant ecologists. We have the scale and capabilities to progress large-scale projects and the range of expert skills for the most complex or sensitive programmes. We work with our clients to make their developments suitable for first-hand users and the surrounding wildlife. RSK Biocensus teams identify environmental risks and seek opportunities to enhance developments. We will identify and highlight a problem without offering a corresponding solution.

RSK Biocensus is part of the RSK Group, a leading integrated environmental, engineering, and technical services business providing dynamic, multidisciplinary services to a wide range of sectors. RSK was founded in 1989 and has grown considerably since then.

At RSK, we operate as a group of businesses that work together seamlessly, aiming for growth through diversification. Our strategy helps us build a strong and resilient business, capable of weathering external challenges, while also providing greater value to our clients and more opportunities for our employees.

Since the beginning, our philosophy has remained the same: employ, develop and reward talented individuals. People are crucial to our company, and we recognise that our success hinges on our colleagues' growth. We're committed to preserving RSK's people-first culture, promoting innovation, and fostering a supportive and caring environment for collaboration. At RSK, we want you to be part of our successes and help you reach your career aspirations. We take pride in offering employees fulfilling and challenging careers by promoting ongoing growth and empowering individuals to excel.

We are committed to fostering an inclusive workplace that welcomes individuals from all backgrounds, experiences, and perspectives. We firmly believe that embracing and celebrating the diversity in our workforce makes us a stronger and more innovative company.

By providing workplace adjustments, we make it easier for people to confidently explore and pursue our career opportunities and recognise that flexibility is key to fostering a dynamic and thriving workplace. Many of our office-based positions benefit from a flexible working arrangement, allowing our team members to achieve a balance between professional and personal commitments.

We actively encourage applications from candidates of all genders, races, ethnicities, ages, neurotypes, religions or beliefs, sexual orientations, and those with disabilities.

If you're passionate about making a difference, join us as we work together to build a brighter, more equitable, and sustainable future for all. Do you have what it takes?