



ASSISTANT ECOLOGIST / ECOLOGIST VACANCIES

About us

HDA is a team of ecologists, landscape architects and arboriculturalists who collaborate to ensure that the environment is at the forefront of development decisions. We have a well-established national client base within both the private and public sectors and our advice is sought at all stages of the planning, design and implementation process for a wide range of development types and environmental projects. HDA was founded in 1998 and has recently become an employee owned trust (EOT), meaning that HDA is managed for the benefit of its employees.

What we do

The work of our ecology team involves protected species and habitat surveys, ecological assessments (including Biodiversity Net Gain), and design and implementation of mitigation schemes. We are also highly regarded for our habitat design, enhancement and creation works, and preparation of habitat management plans. Within the wider practice we also carry out landscape assessment and design, and provide arboricultural surveys and advice. For examples of the wide range of projects the successful applicants will be involved with, please see our website www.hda-enviro.co.uk

What we offer

- Competitive salary based on experience (with antisocial hours uplifts and paid overtime).
- Generous bonus scheme. Further to this, as an employee owned trust (EOT) staff enjoy tax breaks on EOT bonuses.
- 23 days annual leave (plus bank holidays).
- Employer pension contributions.
- Flexible/hybrid working arrangements.
- Training budget for external training, alongside internal training.
- Professional membership paid for.
- Benefits package, currently including 24 hour access to physical and mental health support, and discounts on purchases from well-known retailers/brands.
- Working as part of our friendly and supportive team, including company funded social events.
- Equal Opportunities employer.

Applicants should demonstrate the following to a level appropriate to the position being applied for:

- Education to at least BSc/HND level in a relevant discipline;
- A true passion for wildlife and a good knowledge of British fauna and flora;
- Competence in UK Habitat Classification (or Phase 1 Habitat) surveys and a range of protected species surveys;
- Good report writing and communication skills;
- Experience in the design and implementation of cost and time efficient mitigation strategies (Ecologist position only);
- Familiarity with the UK planning system and nature conservation legislation;
- A full driving licence and car ownership;
- Strong interpersonal skills, with ability to inspire and work well alongside colleagues, clients and consultees;
- Competence in standard office software including MS Word, Excel etc; and
- Hold or qualify for membership of CIEEM (GradCIEEM; ACIEEM or MCIEEM).

It would be advantageous (but not essential) for applicants to have previous experience in ecological consultancy, be familiar with GIS software, and hold a survey licence for one or more European Protected Species.

How to apply

To apply for this position, please send a copy of your CV and covering letter to Clare Bird: cb@hda-enviro.co.uk
Tel: 01491 838175. The closing date for applications is Monday 20th April 2026.

WEBSITE

www.hda-enviro.co.uk

OFFICE LOCATION

The Stables, Howbery Park, Wallingford, OX10 8BA