

## **Job Description – Senior Environmental Consultant**

**Status:** Full time

**Term:** Permanent

**Location:** Ideally based out of our Inverness Office, working a hybrid arrangement of office, home working and field based activities.

**Reports to:** Programme Lead and Development Manager

**Salary:** £37,000+ DOE

### ***About Caledonian Climate***

Globally, peatlands store more carbon than any other terrestrial ecosystem and in Scotland, they account for over 20% of our land area but up to 80% are in a degraded state, emitting carbon and contributing to climate change and nature loss. Their restoration is essential and if done well, has immediate and lasting impact; engaging local communities, aligning with corporate ambitions, and reversing the climate and nature crises that we collectively face.

Caledonian Climate Partners (CCP) is deeply committed to tackling climate change and nature loss through the long-term restoration of degraded peatlands. The mission is to bring together forward-thinking landholders and business leaders to address climate change and reverse biodiversity loss. CCP does this by implementing best practice restoration on expertly planned and managed projects that add value to all key partners and the wider community.

A core ambition of the business is to increase the speed and scale of high impact, high integrity, peatland restoration in Scotland. There is much to do, with the Scottish Government setting out a roadmap to restore 25,000 hectares annually over the next decade. CCP are growing fast, expanding the team as required to deliver exceptional service to our clients and continue to be at the forefront of wetland restoration.

### ***The Role***

A Senior Environmental Consultant is passionate about leading the delivery of peatland restoration projects across Scotland, to help tackle the global climate crisis and reverse biodiversity loss.

Senior Environmental Consultant works with landholders and businesses alike to design and implement landscape scale peat wetland restoration projects across Scotland, they are competent in using GIS software, applying for Peatland Action funding, and working with The Peatland Code. They should understand the Scottish landscape and be fluent at communicating and liaising with clients and other stakeholders.

The role is multidisciplinary and incorporates a variety of field and desk-based activities. A professional and timely approach to communications and deliverables is required and an action orientated approach is critical. A high level of independence is required on a day-to-day basis and travel across Scotland is a requirement of the role – you'll get to see some incredible parts of the country.

A Senior Environmental Consultant is expected to take the lead where required in any area of the business, provide internal support to others where required and review outputs prior to external delivery as needed, have the potential for direct line management responsibility for

other colleagues, and is able to make independent decisions on behalf of CCP relating to projects, advice and services undertaken by CCP.

We are particularly interested in applicants with a hydrological background and an interest in/ experience of catchment scale management, catchment hydrology modelling and the practical study of water quality and retention metrics that are impacted by peatland restoration activities.

### ***Responsibilities***

**Knowledge and Expertise** - Confident in providing detailed and accurate advice and making independent decisions on behalf of CCP relating to projects, advice and services.

**Professional Reports** - Write, review and manage the delivery of reports that meet the standards of issuing bodies such as Peatland ACTION and The Peatland Code, as well as private clients or other relevant external bodies.

**Restoration Plans and Funding** - Competent and experienced in the development and design of sustainable peatland restoration plans, along with the ability to translate these into funding applications (whether public grant or private finance).

**Tender Process Management** - Competent and experienced in running open and fair tender processes for recruiting qualified contractors for restoration work on the ground.

**GIS Data Analysis** - Proficiency in managing and analysing GIS data, including data collected in the field and drawing calculated conclusions, supported by graphics such as maps, tables, and graphs. Working alongside dedicated GIS staff, continually reviewing and improving processes, standards and quality of outputs.

**Surveying** - Competent and experienced in planning, managing and delivering site surveys to required project specifications. Working alongside dedicated fieldwork staff, continually reviewing and improving processes, standards and quality of outputs.

**Project Management and PCoW** - Project management and Peatland Clerk of Works (project oversight) responsibilities, including on-site monitoring of ongoing works, drafting and submitting progress reports and funding management.

**Post-Restoration Monitoring** - Design, implement and manage post restoration monitoring plans.

**New Business Development** - Develop and strengthen relationships with stakeholders across individual projects, bids and wider business development scenarios. Support Managing Director, Head of Projects or Head of Operations in tendering for new jobs where required.

**Administration and Business Continuity** - Carry out administrative requirements in a timely fashion, including the management of own expenses, timesheets and work programming; Contribute media to enhance the brand image of CCP and develop professional knowledge through diligent research in creation of engaging content; Support development of internal procedures and policies to ensure business efficiencies are continuously improving; Any other reasonable requests as necessary to meet business requirements, client expectations and ensure the continued smooth running of the company.

**Management, Support and Decision Making** – potential for direct line management responsibility for members of staff; Lead on the delivery of professional services where required; Provide review, checking, feedback and support to colleagues as needed and

demonstrate commitment to improving, streamlining and increasing efficiency of professional services relating to the operations of CCP.

### *Summary Essential Skills/requirements of applicants*

- Relevant degree or equivalent qualification – hydrological background is highly desirable
- Proven GIS and data analysis expertise with strong reporting capabilities
- Excellent numerical skills with meticulous attention to detail
- Collaborative team player with stakeholder management experience
- Practical experience in peatland restoration in the UK.
- Effective project, time and budget management skills
- Self-directed professional capable of autonomous working and problem-solving. Confident presenter and communicator
- Full UK driving licence with access to own vehicle (4x4 pool vehicles are available as required)
- Physical capability for challenging fieldwork in adverse conditions and difficult terrain and proficient map reading and navigation skills. Health and safety awareness for survey and fieldwork activities. Experience with lone working protocols and risk assessment procedures
- Based in or willing to relocate to Northern Scotland (ideally within commuting distance of Inverness)

### *Desirable Qualifications*

- Experience in using or understanding of Volumetric Water Benefit Accounting
- Expertise in designing nature-based water and wetland solutions at a catchment scale is highly desirable.
- Chartered or professional membership status

### **CCP Core Competencies**

**Teamworking** – Demonstrates co-operation and openness with others. Contributes to collective problem solving. Willing to join in. Responds to teamwork. Promotes pride in the workplace.

**Business Awareness** – Understands how your role relates to overall company objectives and the implications of non-performance. Considerate and effective in the use of Company resources. Shows awareness of broad Company issues and objectives. Supports and endorses all company policies.

**Leadership** – Positively welcomes responsibility. Self-motivated. Takes ownership of personal goals and objectives. Commits to continually develop professionally.

**Developing Others** – Willing to help others to learn. Willing to share knowledge and experience.

**Customer Focus** – Able to identify both internal and external customers and respond to their needs.

**Quality Orientation** – Demonstrates personal commitment to quality; sets high work standards for self. Consistently achieves quality standards. Wants to do a good job.

**Change Management** – Accepts change. Adapts and responds positively to change.

**Communication** – Able to present information on a one-to-one and group basis clearly and concisely. Responds logically and fluently to questions.

**Planning and Organising** – Organises own day to day activities. Works methodically to meet deadlines. Pays attention to detail.

**Innovative thinking** – Challenges the status quo to deliver novel techniques and practices into the sector.

**Relationship Building** – Demonstrates a positive approach in their interaction with others and builds quality, trusted relationships over time.

**Judgement** – Applies common sense and clear thinking in own area on day to day problems, especially to reduce idle time and achieve objectives. Seeks advice when unsure.

### **How to Apply**

Feel free to give us a call to discuss the opportunity (Freddie on 07840 998 944). Otherwise, Please attach your covering letter, resume/CV, and any supporting relevant work that might assist your application to [info@caledonianclimate.com](mailto:info@caledonianclimate.com)

**Closing date: 0900 on 6<sup>th</sup> October 2026**