

---

## **Job Description**

**Title:** Principal Ecologist

**Status:** Full time

**Term:** Permanent

**Location:** Hybrid role. Candidates must be based in, or within commutable distance of, one of our Scottish offices (Edinburgh, Inverness, Angus or Banchory). Regular travel across Scotland is to be expected.

**Salary:** 40,000 - 55,000, depending on experience

## **About Caledonian Climate**

Caledonian Climate Partners (CCP) is dedicated to addressing the climate and nature crisis through the restoration of Scotland's degraded peatlands. Established in 2021, CCP is a fast-growing start-up with an entrepreneurial spirit and exciting future in a sector with significant growth potential.

The team is now responsible for the development of more peatland restoration than any other organisation in Scotland. CCP provides a full professional services delivery from initial assessments through to contractor management and long-term monitoring, achieved through strong partnerships with landowners, planning departments, government bodies, and funding organisations.

## **Summary**

The Principal Ecologist will be a key member of CCP's technical team, responsible for leading ecological surveying across our peatland restoration portfolio and building internal ecological capability. With more than 80 Peatland Code projects underway, this is a hands-on role with real scope to shape how we work.

We are looking for a practitioner who is confident in the field, experienced in managing and quality-assuring contractor outputs, and enthusiastic about passing on their knowledge to colleagues. This is a great opportunity for someone who wants to make a genuine environmental impact in a focused, mission-driven organisation.

## **Key Responsibilities**

### **Ecological Surveying & Field Leadership**

- Lead CCP's ecological monitoring programme across a growing portfolio of peatland restoration projects
- Act as the in-house ecological expertise, supporting project teams, reviewing contractor outputs, and ensuring ecological best practice is embedded from feasibility through to long-term monitoring
- Lead and quality-assure field surveys across the project portfolio, including protected species, upland breeding birds, and botanical assemblages. Oversee internal staff as well as specialist ecological subcontractors where appropriate.
- Apply NVC methodology and peatland-specific survey techniques in upland and blanket bog environments
- Build robust ecological baselines that underpin restoration design and long-term monitoring
- Hold and apply protected species licences where appropriate, particularly for otter, water vole, and other priority species

### **Internal Training & Team Development**

- Train and mentor internal staff in ecological surveying methods, species identification, and field skills
- Help develop in-house capability in upland and blanket bog ecology across the wider team
- Contribute to the development of internal survey protocols, guidance notes, and training materials

### **Regulatory & Stakeholder Engagement**

- Apply working knowledge of the Scottish regulatory environment, including SSSI consenting and protected species licensing
- Engage with NatureScot, SEPA, planning authorities, and other regulators to secure consents and improve ecological outcomes
- Work with landowners and land managers to align restoration design with broader land use objectives

## **Innovation & Practice Development**

- Explore and adopt emerging survey and monitoring tools, including remote sensing, LiDAR, and digital data capture, where they improve outcomes
- Contribute to developing CCP's ecological standards and approaches in areas where sector practice is still evolving
- Engage with Biodiversity Net Gain and equivalent co-benefit metrics as CCP's offering develops

## **Qualifications, Skills & Experience**

### **Essential**

- Minimum 5 years relevant experience in ecology, with a strong track record in field survey and project delivery
- Associate membership of CIEEM (ACIEEM) or equivalent
- Strong field survey skills across a relevant subset of: protected species (particularly otter and water vole), upland breeding birds, and botanical identification
- Experience managing or directing external ecological contractors or freelancers
- Working knowledge of the Scottish regulatory environment, including SSSI consenting and protected species licensing
- Excellent written and verbal communication skills
- Confident working independently in remote upland environments

### **Highly Desirable**

- Full membership of CIEEM (MCIEEM)
- Relevant degree in ecology, zoology, biology, or environmental science
- Direct experience of peatland ecology, including peatland botany, invertebrates, mammals, or birds
- Experience with NVC surveys and at least one protected species licence
- Experience mentoring or training junior ecologists
- Working knowledge of peatland hydrology and how it shapes ecological outcomes
- Familiarity with remote sensing, LiDAR, or emerging ecological survey tools

### **Personal Attributes**

- Strong field practitioner who enjoys time on site in remote upland environments
- Technically rigorous, with a commitment to evidence-led practice
- Collaborative and generous with knowledge; comfortable training and developing others
- Self-motivated with a strong sense of ownership
- Committed to environmental impact alongside professional excellence

## **Benefits**

- Hybrid working, with office spaces across Scotland (Edinburgh, Inverness, Angus and Banchory)
- Private healthcare
- 25 days holiday plus Bank Holidays, rising with service, including year 6 holiday bonus
- Group Life Insurance
- Company bonus scheme, linked to individual and organisational performance
- Company pension scheme with 5% employer contribution
- Cycle to Work scheme
- Health and Wellbeing hub access
- Mission-driven organisation where the work delivers genuine environmental impact

## **How to Apply**

Please send your CV and a short covering note (no more than two pages) explaining why you are interested in this role and what you would bring to CCP to [info@caledonianclimate.com](mailto:info@caledonianclimate.com).

We are committed to building a diverse team and welcome applications from all backgrounds. If you have any questions or would like an informal conversation about the role, please get in touch.