

Job Description – Environmental Consultant

Status: Full time

Term: Permanent

Location: Hybrid working

Reports to: Programme Lead and Development Manager

Salary: Highly Competitive, Depending on Experience

The Role

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

An 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.

Responsibilities

Knowledge and Expertise – With support and guidance, confident in providing detailed and accurate advice and making independent decisions on behalf of CCP relating to projects, advice and services.

Professional Reports - Write and support on 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 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 - With support and guidance, competent in running open and fair tender processes for recruiting qualified contractors for restoration work on the ground.

GIS Data Analysis – Competent 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 (PCoW) responsibilities, including on-site monitoring of ongoing works, drafting and submitting progress reports, funding management and liaising with landholders and contractors throughout.

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

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.

Commitment to CPD - Show a commitment to continuous professional development, actively pursue and regularly engage in professional courses, workshops, and relevant certifications to expand expertise and maintain high standards of work.

Role Requirements

Essential:

- Degree in Environmental Science, Ecology, Conservation, Soil Science, Hydrology, or a related discipline.
- A minimum of 2 years of active experience
- Demonstrated experience in habitat restoration, ideally including peatland restoration.
- Sound knowledge of peatland ecology, hydrology, and land management practices.
- Proven experience conducting field surveys, baseline assessments, and monitoring.
- A good understanding of Scottish and UK environmental legislation.
- Proficiency in GIS and mapping tools (e.g. QGIS) for site planning, data analysis, and reporting.

Desirable:

- Experience preparing restoration plans, feasibility studies, or management plans for degraded peatland sites.
- Familiarity with drain blocking, revegetation techniques, and rewetting measures.
- Knowledge of carbon accounting, natural capital approaches, or peatland's role in climate mitigation.
- Ability to write clear, concise reports for both technical and non-technical audiences (e.g. landowners, funders, government bodies).
- A valid UK driving licence and willingness to travel to remote sites across Scotland, often in variable weather conditions.

How to Apply

Please send your CV and a covering letter (max 2 pages) explaining why you're interested in this role and what you'd bring to CCP to info@caledonianclimate.com.

We're 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.

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.