

Graduate/Assistant Ecologist(s)

We are looking to expand our team of high-achieving professional ecologists, providing clients with a wide range of ecological and environmental services. Graduate and Assistant positions are full-time and may be either fixed-term or permanent, with the opportunity for further progression within the business.

Working from our base in Giggleswick at the edge of the Yorkshire Dales National Park, we offer a wide range of services with particular strengths across terrestrial and aquatic ecology. Our projects are interesting, technically challenging and we excel in offering innovative solutions that are evidence-based, practical and sustainable. Much of our work is in protected rural areas and most of our project locations do not require overnight stays.

PBA Applied Ecology was established in 2010 and has grown with strong values to become one of the UK's most respected specialist ecology practices. In 2025 PBA transitioned to an Employee Ownership Trust. We are offering an attractive starting salary, training and support, and a brilliant working environment. The traditional market town of Settle is just a mile away, a friendly, community driven town, offering all the services required to live a varied and balanced lifestyle. This is also a great area for a range of sports, outdoor pursuits and classic karst landscapes of the Yorkshire Dales.

Because of the nature of our work we expect successful candidates to either live or be prepared on taking up the position to locate within reasonable commuting distance (usually 20 miles) of our office.

Graduate Ecologist Role

Working from our Giggleswick office, you will be learning to carry out ecological surveys and provide ecological and environmental support to a wide range of conservation and development projects. You will have opportunities to work on both terrestrial and aquatic projects, which might include e.g. PEAs, protected species surveys, electrofishing surveys, habitat management plans and delivery of habitat improvements.

As a Graduate Ecologist, your work will include:

- Supporting Senior & Project Ecologists in the delivery of a wide range of projects.
- Assisting with planning, resourcing and delivering ecological surveys & species identification.
- Assisting with data requests and reporting on data searches.
- Assisting with data entry and digital mapping.
- Assisting with producing meticulous and accurate reports for clients.
- Contributing to sound ecological advice to clients within your areas of expertise.
- Supporting the business with outstanding teamwork.

In addition, as an **Assistant Ecologist**, your work would include:

- Taking on additional responsibilities.
- Supporting less experienced & career pathway colleagues.
- Leading field teams & ECoW supervision.
- Managing smaller projects.
- Producing reports to approvals stage.

What we are looking for

- BSc 2(i) (or predicted) in a natural sciences subject and/or a MSc in a relevant discipline.
- A demonstrable interest in natural science, ecology and the UK natural environment.
- Aptitude for species identification and learning a wide range of survey skills.
- Engaged, motivated, enthusiastic and willing to follow instructions and learn.
- Adaptable with a “can-do” attitude.
- Strong communication and interpersonal skills, with demonstrable teamwork approach.
- Confidence in written and verbal communication, with evidence of good report writing ability.
- Exceptional planning and organisational skills for your own time and project work.
- Proficiency in standard IT and communication applications is essential, and capabilities in statistical and mapping software are desirable, but can be trained ‘on the job’.
- A good level of physical fitness to undertake varied and ‘all-weather’ work in remote locations.
- Full driving licence (manual).
- Either live or be prepared to locate within reasonable commuting distance (usually within 20 miles of our Giggleswick office).
- **(Assistant Ecologists)** 6-12mths fulltime professional ecologist experience.

Desirable criteria

- Experience in GIS (QGIS), coding (R), and data management (Access/Excel).
- CIEEM membership/in progress.
- Active interest in wildlife identification and recording.
- Attention to detail and methodical in approach to tasks.
- Experience in maintaining field equipment.
- Creative and able to develop ideas.
- Ability to swim confidently in open water.

What we offer

- A career-enhancing role within a supportive and well-resourced practice.
- Well-equipped modern offices in a beautiful rural location.
- Social working environment, with a supportive, inclusive team.
- Competitive salary, depending on competence, experience and qualifications.
- Flexible working times, TOIL (time off in lieu system), with additional payments for ‘out of hours’ working.
- Additional days holiday with length of service.
- Company pension scheme.
- Cycle-to-work scheme.
- Training and development opportunities, with professional memberships paid for.
- An environmental approach at the forefront of all we do.
- Opportunities for longer term career progression.
- Engagement with career pathway colleagues.
- Regular staff appreciation events.
- Engagement with the local community and conservation projects.

Starting Salary:

In the range of £26,500-£28,000 (depending upon experience).

How to Apply

Please send your CV, together with covering letter (1 side A4) explaining why you are right for this opportunity and when you will be available to start to:

jobs2026@pba-ecology.co.uk with 'Ecologist Application' as the subject header.

Closing date:

Sunday 4th October 2026.

Please note: applications will be considered at 2 week intervals prior to closing date.

(24/08/2026)

