



ECOLOGY EMPLOYEE BENEFITS

Below are the types of benefits that you can expect working in the Ecology team:

 COMPANY CAR/ ALLOWANCE	 TIME OFF IN LIEU	 DISCOUNTS	 EQUIPMENT PROVIDED
 STRUCTURED TRAINING	 ANNUAL AGM AWAY DAY	 CHARTERSHIP BONUS	 BAT HANDLING LICENCE BONUS





CAR OPTIONS

Title	Level	Car Options*		
		Business Mileage	Car plus fuel reimbursement	Allowance/yr
Assistant Ecologist	CD3	45p/mile	Ecology car (Fiesta)	Competitive
Consultant Ecologist	CD3	45p/mile	Ecology car (Fiesta)	Competitive
Project Ecologist	CD3	45p/mile	Company car (entry level)	Competitive
Senior Ecologist	CD4		Company car	Competitive
Principal Ecologist	CD5		Company car	Competitive
Associate Ecologist	CD6		Company car	Competitive
Associate Director	CD7		Company car	Competitive
Director	CD8		Company car	Competitive

* Note that Part-time staff are entitled to the Mileage or a pro-rata'd car allowance option

TIME OFF IN LIEU POLICY

As ecology is a seasonal business, we recognise that client demands peak over the summer and, if we are to continue as a successful team, there is an expectation that ecologists will work longer hours between March and October to accommodate these demands. Time off, as appropriate, can then be taken at a mutually convenient time to compensate for this.

Therefore, the TOIL policy has been developed to:

- Provide the business with a mechanism to manage the seasonal peaks and troughs which are a core feature of the Ecology capability.
- Ensure that the same TOIL practices are consistently applied across the national team.
- Maximise the profitability (and therefore success) of the business by enabling better control of project costs and maximising the number of productive hours during the peak survey season.
- Ensure there is a mechanism in place to prevent people from being overworked and becoming too tired to carry out their duties in a safe manner – thus reducing the risk of accidents while at or travelling to/from work.

DISCOUNTS

- Cotswold Outdoor discount subject to being a member of CIEEM
- Wildcare <https://www.wildcareshop.com/> (exclusive to WYG)
- NHBS <https://www.nhbs.com/> (exclusive to WYG)

EQUIPMENT PROVIDED

- Mobile phone
- Laptop
- Workwear & PPE

WHAT ELSE CAN YOU EXPECT FROM WORKING IN THE ECOLOGY TEAM?

- Structured training
- Annual AGM – Away Day
- £2,000 Chartership bonus
- £1,000 Bat Handling Licence incentive bonus
- Friendly national support network of over 60 ecologists
- Your annual CIEEM & CEnv membership is paid for by us

