



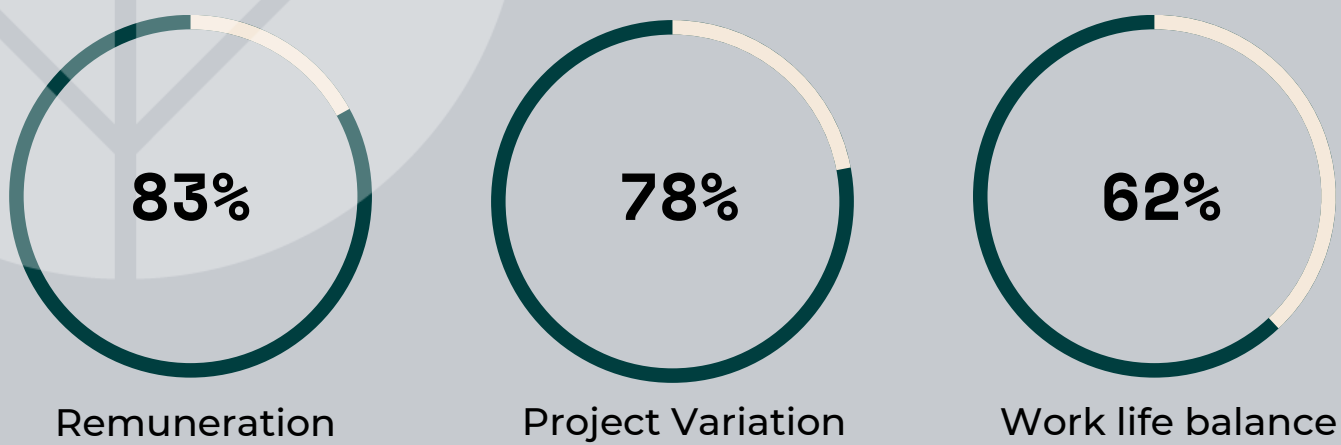
# 2024 ECOLOGY MARKET REPORT



The Ecology sector continued to thrive in 2023, propelled by heightened awareness of environmental issues and ongoing major infrastructure projects such as HS2 and Hinkley Point C. Demand for Ecologists continued to grow, driven by increased emphasis on sustainable practices, legislative changes (in particular Biodiversity Net Gain) and the need to collaborate with large scale agriculture, who play a major role in nutrient neutrality strategies. The data and insights below are based on Embankment Group's placement and offer data through the course of the year. If you have any questions, do not hesitate to contact us.

## FACTORS & BENEFITS

The top 3 factors Ecologists considered important for their next role were:



## Permanent salary trends

Level	Salary min - max	Average salary			
		2021	2022	2023	
Assistant / Graduate	£23,000 - £27,700	£22,460	£24,517	£25,066	↑1%
Ecologist	£24,000 - £32,800	£30,250	£29,312	£26,561	↓-9%
Senior Ecologist	£33,000 - £45,000	£38,700	£39,614	£38,980	↓-2%
Principal Ecologist	£44,000 - £50,000	£45,500	£46,025	£44,865	↓-3%
Associate Director	£54,800 - £66,800	£59,658	£63,050	£60,450	↓-4%

*Includes car allowances*

**Did you know...**  
The average salary for a Consultant Ecologist in the UK in 2023 was £26,561

### TOP FINDS FROM THIS YEARS REPORT:

- Remuneration is the main driver behind looking for a new role
- Salaries have dropped by 3% on average across all levels
- Biggest decrease in average salary was at Ecologist level - 9%
- Average salary for Assistant Ecologists grew by 1%

### MOST IN DEMAND PROFILE

- Senior Ecologist
- Bat licence level 1
- Located in South West

### EXECUTIVE SUMMARY

- Increased demand for BNG leaders in order to establish new teams
- Salary boom fueled by HS2 last year now levelling out
- Greater expectation for employees to live closer to an office
- Higher emphasis being placed on CIEEM membership and status
- More freelancers moving back into permanent positions
- Hybrid is the new norm (2 x office, 2 x field & 1 x home)

My name is Sam, contact me for market or career advice...

