

APPENDIX 11.12 PERSONNEL

1.1 The qualifications and experience of the surveyors on site and the report authors have been detailed below in Table 1. All surveyors were employees at Ethos Environmental Planning and have worked as a team for several years across multiple projects.

Table 1 Site surveyors

Ecologist	Position	Qualifications/ Licences	Experience	Role
Jim Philips	Managing Director	MSc BSc (Hons), MCIEEM Class 2 Bat Licence Class 1 GCN Licence	Jim's experience in ecology covers a wide range of projects and clients and his focus is on interpreting relevant policy and legislation to ensure projects are delivered efficiently and meet the needs of the client. He holds survey licenses for bats and great crested newts in England and Wales and is a registered consultant on Natural England's Bat Low Impact Class Licence (BLICL) and Earned Recognition (ER).	• QA
Steph Green	Head of Ecology	MSc BSc (Hons), MCIEEM Class 1 GCN Licence Class 1 Hazel Dormouse Licence	Steph has over eleven years' experience in ecological field survey and consultancy. Steph is responsible for leading and undertaking comprehensive ecological impact assessments, protected species surveys and is a licensed GCN and dormouse worker, as well as a Full Member of CIEEM.	• QA
Rachel Fayers	Principal Ecologist & Business Development Manager	BSc (Hons), ACIEEM Class 2 Bat Licence (NE) Class 1 GCN Licence (NE)	Rachel is a practised ecologist and conservationist with over 15 years' experience in the field and is a licensed bat and GCN worker. Rachel is a competent field ecologist and writes and checks a full suite of ecology reports. More recently she has also taken on a role looking at business development opportunities for Ethos whilst still keeping up with practical and reporting skills.	• Breeding Bird Surveyor • Bird Static Surveyor
Matt Attrill	Principal Ecologist	Tree Climbing and Rescue, City and Guilds NPTC Level 2 Award (206 and 306) BSc (Hons) MRES	Matt is a highly experienced field surveyor with over ten years ecological experience. Matt is competent in surveying for a wide variety of wildlife. Matt is responsible for a range of projects and is proficient in	• Bat Static Surveyor • Reptile Surveyor

Ecologist	Position	Qualifications/ Licences	Experience	Role
		Class 2 Bat Licence (NE) Class 1 GCN Licence (NE)	Managing these from beginning to completion.	
Ellie Shearn	Senior Ecologist	BSc (Hons), MCIEEM Class 1 Bat Licence (NE) Class 1 GCN Licence (NE) Class 1 Hazel Dormouse Licence (NE)	Ellie has five years' experience in ecological consultancy. Ellie leads a range of habitat assessments and protected species surveys including bat surveys and assessments. Ellie is proficient at authoring a range of reports and managing projects. Ellie manages that bat data analysis for Ethos.	• Project Management • ES reporting and QA
Becky Morris	Senior Ecologist	PhD, DIC, MSc, BSc, MCIEEM Class 1 GCN Licence	Becky has sixteen years' experience working as an Ecological Consultant, specialising in botanical surveys. She holds a great crested newt survey licence.	• UKHab surveyor • Bat Static surveyor • Badger Surveyor • Dormouse Surveyor • Reptile Surveyor
Joe Bamforth	Senior Ecologist	MSc, BSc (Hons) MCIEEM Mem.MBA Class 1 Bat Licence 2022-10148-CL17-BAT Tree Climbing and Rescue, City and Guilds NPTC Level 2 Award (206 and 306)	Joe has over seven years' experience in ecological consultancy and leads a variety of habitat assessments and protected species surveys. He is also competent managing projects and undertaking biodiversity net gain assessments.	• Dormouse Surveyor
Katie Munday	Senior Ecologist	MSc, BSc (Hons), MCIEEM Class 1 Bat Licence (NE) Class 1 Dormouse Licence (NE)	Katie has four years' experience in ecological consultancy. She undertakes a variety of field surveys and has experience carrying out Biodiversity Net Gain assessments. She has extensive customer service experience and is responsible for managing a range of projects. She is proficient at report writing and has input into	• Bat Activity Surveyor

Ecologist	Position	Qualifications/ Licences	Experience	Role
			several Environmental Statements.	
Ben Smurthwaite	Senior BNG Consultant	MSc, BSc (Hons) Class 1 GCN Licence (NE) Class 1 Bat Licence (NE)	Ben has over 6 years' experience in ecological field surveys and consultancy, with a specialism in Biodiversity Net Gain including river condition assessments, as well as a licenced bat and great crested newt worker.	• Otter Surveyor • Water Vole Surveyor • RCA Surveyor • Bat Activity Surveyor • Bat Static Surveyor
Sam Forrest	Ecologist	MSc, BSc (Hons) Qualifying Member of CIEEM Batability acoustic technician grade B	Sam has over 3 years of experience conducting and leading a wide range of protected species surveys across the UK, delivering UKhab surveys and condition assessments and extensive experience as an ecological clerk of works. Writing and contributing to a variety of ecological reports, conducting data analysis, he has helped with the mapping, calculation of metrics, and writing of Biodiversity Net Gain reports and Habitat Management/Monitoring Plans.	• Bat Static Surveyor • Dormouse Surveyor
Rachel Turcan	Ecologist	MSc BSc (Hons) Qualifying Member of CIEEM	Rachel has 3 years' experience in ecological consultancy, delivering habitat surveys, protected species surveys, and ecological reports.	• Bat Activity Surveyor • ES Reporting
Ollie Sowler	Assistant Ecologist	BSc (Hons)	Ollie conducts bat surveys and data analysis, has two years of reporting experience, and experience conducting protected species surveys. He is a qualified River Condition Assessor (RCA) and frequently undertakes UKHabitat classification for Biodiversity Net Gain (BNG) calculations.	• Otter Surveyor • Water Vole Surveyor • Dormouse Surveyor • RCA Surveyor • Bird Static Surveyor • Bat Activity Surveyor • Bat Static Surveyor

Ecologist	Position	Qualifications/ Licences	Experience	Role
Amelia Ball	Assistant Ecologist	BSc (Hons) Qualifying member of CIEEM	Amelia joined Ethos in 2025 and since has had lots of experience assisting with a variety of protected species surveys. She also assists in UK habitat assessments, data analysis using R and ArcGIS and report writing.	- Breeding Bird Surveyor - Bat Static Surveyor
Arthur Kettley	Assistant Ecologist	Level 3 Diploma	Arthur assists with bat surveying and GIS. He also has experience with different ecological field surveys, including protected species surveys and habitat assessments.	- Bat Static Surveyor - UKHab Surveyor - Badger Surveyor - Dormouse Surveyor - Reptile Surveyor
George Kettley	Assistant Ecologist	Level 3 Diploma	George assists with bat surveying and GIS. He also has experience with different ecological field surveys, including protected species surveys and habitat assessments.	- UKHab Surveyor - Bat Static Surveyor - Badger Surveyor - Dormouse Surveyor - Reptile Surveyor
Kayleigh Buller	Assistant Ecologist	BA (Hons)	Kayleigh joined Ethos in 2026 as an Assistant Ecologist, supporting a range of protected species surveys, habitat assessments, data analysis and report writing. She holds an honours degree in Journalism from the University of Lincoln and brings eighteen years' publishing experience, most recently with National Geographic Learning. She is currently working towards her Certificate in Conservation Management.	- Breeding Bird Surveyor - Bird Static Surveyor - Otter Surveyor - Water Vole Surveyor - RCA Surveyor - Bat Activity Surveyor - Bat Static Surveyor - Dormouse Surveyor

Ecologist	Position	Qualifications/ Licences	Experience	Role
Jordan Wood	Assistant Ecologist	BSc (Hons)	A Wildlife Ecology and Conservation Science graduate with practical experience in ecological fieldwork, wildlife surveys, environmental monitoring, and data analysis using ArcGIS Pro, R Studio, and habitat assessments. She joined Ethos in 2026 as a Graduate Assistant Ecologist, focusing on supporting ecological walkovers, PEAs, data analysis, GIS, and report writing.	• Bird Static Surveyor
Fred Beresford	Assistant Ecologist		Fred has experience assisting with a variety of protected species surveys. He also assists in habitat assessments and data analysis.	• Bat Activity Surveyor • Bat Statics Surveyor • Dormouse Surveyor
Alexis Tutin	Assistant Ecologist	BSc (Hons)	Alexis is an Environmental Management graduate currently working towards an MSc in Environmental Consultancy. As an Ecological Assistant at Ethos, he supports the team in species surveys, habitat assessments and data analysis.	• Bat Static Surveyor • Dormouse Surveyor
Jaimie Balmer	Assistant Ecologist	MConBio, BSc	A Marine Biology graduate with a Masters in Conservation Biology, and more than 3 years of professional experience in ecological fieldwork, wildlife surveys, environmental monitoring, and data analysis. Jaimie joined Ethos in 2026 as an Assistant Ecologist, supporting a range of protected species surveys, habitat assessments, data analysis and report writing.	• Data Search