

Looking to develop your career?



You'll find the right environment here...



DeltaSimons

Protecting people and planet

ABOUT US

Delta-Simons Environmental Consultants

Delta-Simons is a multi-disciplinary environmental and health and safety consultancy providing trusted advice and solutions to **'Protect People and Planet'** through facilitating sustainable development, both throughout the UK and internationally. Delta-Simons is a place where ongoing learning, training, innovation and collaborative thinking is encouraged and helps to form our identity.

Our team of over 200 specialist consultants deliver a wide range of environmental consultancy specialisms including ecology, air and water services, geoenvironmental and sustainability.

We can also offer opportunities further afield, as a founding member of the Inogen® Alliance, a global corporation providing multinational organisations with consistent, high quality and cost effective environmental, health, safety, energy and sustainability solutions. There has never been a more exciting time to join our growing and diverse team!

Delta-Simons is comprised of the following four areas:

- ▶ Geoenvironmental Services & Solutions
- ▶ Environmental Planning
- ▶ Environment, Health, Safety & Sustainability
- ▶ Environmental Transaction Services





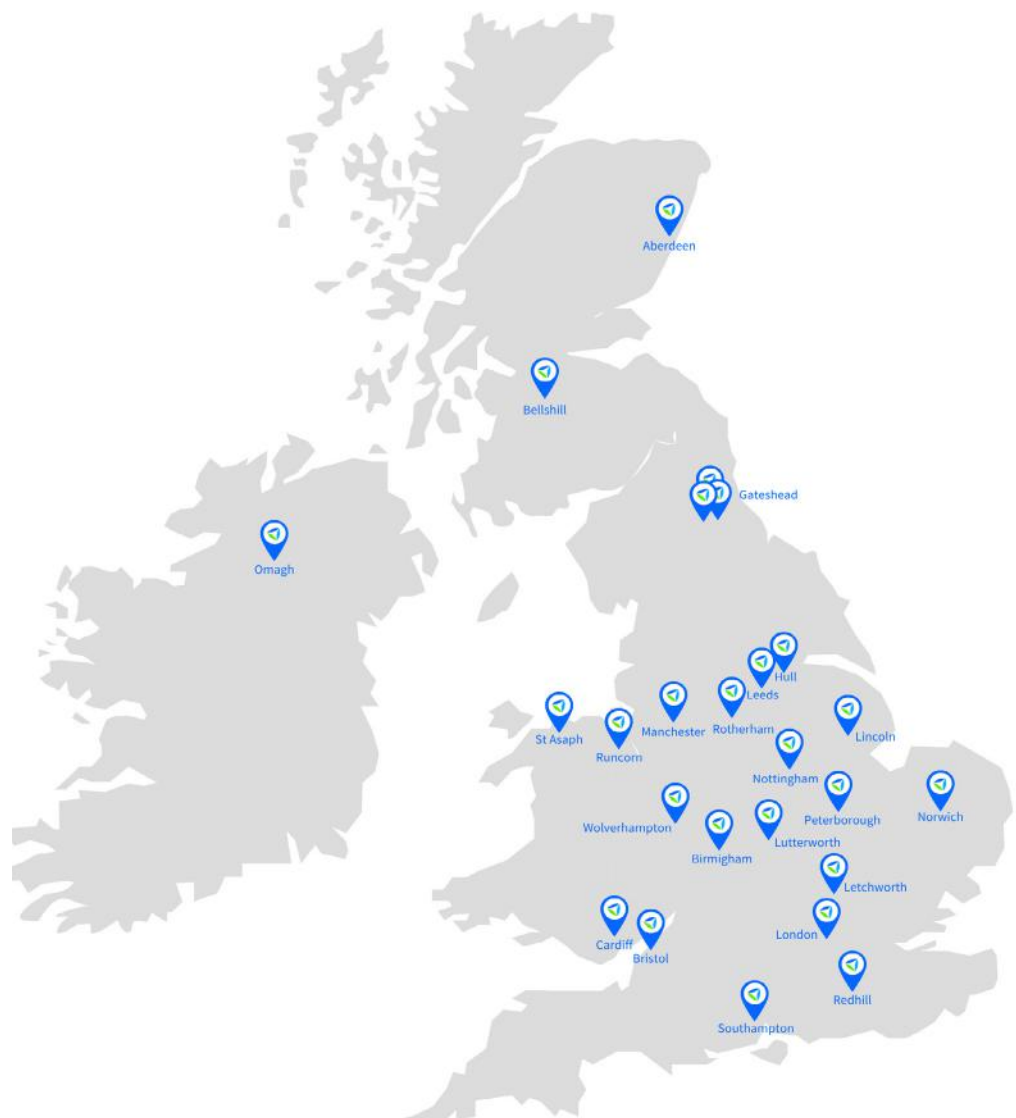
Lucion Group

Delta-Simons is part of the Lucion Group, a purpose driven company, dedicated to protecting people from hazardous environments and protecting the environment from the impacts of people.

We started our business as a hazardous materials inspection, testing and consultancy on a mission to protect people from hazardous environments. As we grew the business, we naturally expanded, organically and through acquisition. This led to opportunities to also protect the environment from the impacts of people.

At Lucion Group we are more than just another set of work colleagues. We are more a like-minded community with a shared vision. That vision is simple. We are committed to **protecting people and planet.**

With 24 locations across the UK, we have a national approach to service delivery using local consultants, and experts to deliver project specific solutions.





KEY SERVICES

- Contaminated land
- Geotechnical
- Drilling
- Development transaction support
- Material and waste management
- Waste and resource management
- Ground gas and vapour
- Expert witness
- Nutrient neutrality
- Remediation design and monitoring



Geoenvironmental Services & Solutions

Delta-Simons' Geoenvironmental division delivers commercially focused advice and expertise on land contamination, geotechnics, ground investigation, risk assessment, vapour intrusion and waste management to support a wide range of significant development and transactional real estate projects.

GEOENVIRONMENTAL GRADUATE ROLES

Graduates joining the geoenvironmental division, are expected to be a key part of the team; underpinning the planning, delivery and management of geoenvironmental site investigations and associated reporting for major industry clients. Working on a variety of projects, with a mixture of desk and site based work, our graduates quickly develop their working knowledge of relevant geoenvironmental legislation, standards and guidance.

Key graduate responsibilities include:

- ▶ Planning simple projects or assignments, identifying key milestones and timeframes for delivery
- ▶ Organising and coordinating project resources, including suppliers
- ▶ Facilitating and delivering site investigations and monitoring
- ▶ Scheduling and assessing third party chemical and geotechnical testing data
- ▶ Producing structured, factual geoenvironmental reports to provide solutions to the client's business need

WHAT DO WE LOOK FOR?

We look for a strong work ethic, and the ability to work effectively and intuitively - either alone or in a small team. A Bachelor's degree in a relevant subject is required, and preferably a secondary qualification such as an MSc, or geoenvironmental related qualification. These roles also require a full UK driving licence and flexibility as the role requires out of hours work and travel across the UK.



"The Geoenvironmental teams work with clients and their project teams to provide advice that is practical, commercially aware and technically robust with an outcome-focused approach."

Simon Clennell-Jones
Managing Director - Geoenvironmental



KEY SERVICES

- Global EHS management systems (ISO14001& ISO45001)
- Environmental permitting
- Workplace and homeworker H&S
- Incident management, investigation and regulator support
- Crisis management
- Compliance and auditing
- Risk assessments and risk control measures
- ESG policies and programmes
- Emergency response
- Energy and sustainability
- Wellbeing
- Social sustainability
- Net zero carbon



Environment, Health, Safety & Sustainability

Our Environment, Health, Safety and Sustainability (EHSS) team provides a full suite of EHS, Sustainability and ESG services. We are a diverse group of EHS and Sustainability professionals that have seen significant growth in terms of the services that we offer and the sectors in which we work, including technology, entertainment, retail, industrial and manufacturing, hospitality, aviation, infrastructure and banking.

ENVIRONMENT, HEALTH, SAFETY & SUSTAINABILITY GRADUATE ROLES

Graduates joining the EHSS division would be expected to shadow consultants in the team, learning through observation and assisting them to deliver EHS auditing, environmental permitting and EHS management systems. This helps our graduates to develop their own skills and confidence with the intention of completing their own audits at low risk sites.

Key graduate responsibilities include:

- ▶ Assist in the coordination and management of consultancy projects
- ▶ Collate, analyse, report and present client information and data
- ▶ Undertake independent research to develop your understanding of EHS legislation
- ▶ Assist in the preparation of project proposals for clients
- ▶ Produce presentations for training sessions
- ▶ Attend project and design meetings

WHAT DO WE LOOK FOR?

We look for a Bachelor's degree or equivalent vocational experience in the field with a basic knowledge of key safety and environmental legislation. You should be reliable and pragmatic with excellent report writing skills.



"We are passionate about our people and strive to provide a rewarding and fulfilling experience in all that we do, allowing our people to flourish and develop in their careers as well as delivering excellence for our clients."

Charlotte Buffoni
Unit Director, Environment, Health & Safety



KEY SERVICES

- Corporate and investment fund ESG advisory
- Real estate due diligence
- Corporate M&A advice
- Post-transaction support and asset management
- Global transaction services



Environmental Transaction Services

Our Environmental Transaction Services (ETS) team is focused on providing environmental due diligence in support of real estate and corporate mergers and acquisitions (M&A) transactions in the UK and globally. Clients are at the heart of our business and understanding their needs in the context of a transaction is key; this is what sets us apart from our competitors. We are dedicated to providing responsive, timely advice to maximise the value of every transaction to our clients.

ENVIRONMENTAL TRANSACTION SERVICES GRADUATE ROLES

With support and guidance from our team, graduates can expect to be involved in all stages of projects - from the planning of single projects and assignments through to producing high quality factual and interpretative reporting for UK and international clients. With a combination of office and field/site work, our graduates assess and interpret the results and findings of their investigations.

Key graduate responsibilities include:

- ▶ Identifying key milestones and timeframes for delivery
- ▶ Undertaking site visits
- ▶ Delivering high quality due diligence assessments for real estate transactions
- ▶ Assessing data to determine the required outcome for the project or assignment
- ▶ Developing your working knowledge of relevant environmental legislation, standards and guidance

WHAT DO WE LOOK FOR?

We look for a Bachelor's degree in a relevant subject and preferably a secondary qualification such as an MSc, MEng or similar. This role also requires excellent communication and the ability to build great working relationships at all levels.



"Due to the continued success of the Environmental Transaction Services team, we are busier than ever! With the sheer variety of projects and clients we work with, and the career opportunities available, we're able to attract the highest calibre candidates in the environmental industry."

Jayne Trevelyan
Associate Director



KEY SERVICES

- Ecology, arboriculture, biodiversity and habitat enhancement
- Planning support
- Environmental Impact Assessments (EIA)
- Reports and due diligence
- Feasibility / risks review
- Environmental discipline, coordination and condition discharge
- Air quality
- Water services and flood risk assessment
- Noise and vibration
- ESG asset enhancement



Environmental Planning Services

Our Environmental Planning Services Team supports clients through the different stages of the development lifecycle, ranging from initial environmental constraints mapping and data collection through to site surveys, technical reporting and Environmental Impact Assessment (EIA) work to ensure our projects are wholly considerate of the natural and man-made environment. We have extensive knowledge and skills relating to environmental matters and we support a wide range of sectors including commercial, industrial, food, residential/mixed-use, renewable energy and more.

ENVIRONMENTAL PLANNING GRADUATE ROLES

The following groups of technical specialists make up the wider Environmental Planning Services team, and we welcome graduates within every specialism:

- Ecologists (Protected Species, Habitat Regulations Assessments)
- Arboriculturists (Tree Surveys, Tree Protection)
- Environmental Planning Service Consultants (EIA, Planning Due Diligence)
- Water Services Consultants (Flood Risk Assessments, Drainage Strategies)
- Acoustics Consultants (Noise Impact Assessments, Vibration Assessments)
- Air Quality Consultants

WHAT DO WE LOOK FOR?

We seek to add passionate individuals who want to help our clients mitigate the environmental impact of their schemes, achieving positive social outcomes within a framework of good governance to lessen the burden on future generations. A Bachelor's degree in the relevant subject area and preferably a secondary qualification such as an MSc or discipline-specific related qualification are required.



"Our Environmental Planning Team attracts talented individuals from graduates through to experienced technical specialists with the aim of providing a platform for continued professional development, both technically and commercially whilst working as part of a multi-disciplinary team with collaboration at its heart."

Damian Robinson
Managing Director, Advisory



MEET THE TEAM

Rachel Dixon

Senior Geoenvironmental Consultant



Senior Geoenvironmental Consultant, Rachel Dixon, joined Delta-Simons in 2018 as a Graduate Geoenvironmental Consultant. You can read more about her career journey and what it's like to work for our Geoenvironmental Operations team below:

WHY DID YOU DECIDE TO EMBARK UPON A CAREER IN THE ENVIRONMENTAL CONSULTANCY SECTOR?

My academic studies meant that I was able to spend time out in the field as well as time in lectures and the laboratory. I particularly enjoyed spending time in the field, and I knew I wanted to have a career that would allow me to continue with this. I also liked that there would be plenty of opportunities to bring about solutions to often complex problems.

WHAT DID YOU STUDY AT UNIVERSITY?

I studied Geology with Oceanography at undergraduate level, followed by a masters degree in Engineering Geology.

HOW DID YOU PROGRESS TO YOUR CURRENT POSITION AS SENIOR GEOENVIRONMENTAL CONSULTANT?

I had the best start to my career as a graduate in the Delta-Simons head office in Lincoln, in a team who offered me a wide range of training both on-site and with report writing. This laid the foundations for my career as I was involved with some technically challenging projects from the outset. This gave me a lot of confidence when picking up other challenging projects in my career, which have allowed me to keep on developing and improving my skills. I have also been fortunate to have been very well supported by my colleagues along the way!

WHAT DOES YOUR ROLE INVOLVE DAY-TO-DAY?

No two days are the same! I'm lucky to have a varied role which allows me to have a good balance of time on-site and time in the office. Time on-site generally involves supervising various ground investigations followed up by undertaking ground gas and groundwater monitoring. When in the office I prepare proposals for potential work, author and review technical reports, and set up and co-ordinate upcoming works..

WHAT DO YOU ENJOY MOST ABOUT WORKING FOR DELTA-SIMONS?

The opportunity to work on a wide range of projects, both regionally and nationally, with a supportive and knowledgeable team around me. There are a lot of great people and a great culture at Delta-Simons, which is what makes it special. We take part in lots of sponsored sports events like the Cambridge Half Marathon and the C2C2C charity bike ride, bringing us all together.



WHAT HAS BEEN YOUR CAREER HIGHLIGHT?

I was part of the on-site team for a large-scale ground investigation in the West Midlands, where I got the opportunity to work with colleagues from different teams across the country. I mainly supervised intrusive works being undertaken within a quarry on-site, which presented new challenges and I certainly learnt a lot! It was a highlight as it was a big a team effort where everyone came together to make the job run smoothly, but also to support each other and keep up team spirits.

WHAT ADVICE WOULD YOU GIVE TO A GRADUATE JUST ABOUT TO BEGIN THEIR CAREER?

Take every opportunity that comes your way even if it pushes you of your comfort zone – you never know what you might learn about yourself!



Scan to discover
more grads on the
ground articles from
our other divisions

GRADS ON THE GROUND

Becky Hodgins & Iain Turner

Graduate Ecologists



Grads on the ground gives an insight into what our young professionals are doing in their varied day-to-day job out in the field...

"Hi, Grads on the Ground Becky Hodgins and Iain Turner here. We are both graduate ecologists based in Lincoln. We're currently working together on a project in Corby, Northamptonshire, where we've been monitoring great crested newt (GCN) populations across almost 50 ponds on a vast development site. It has its challenges; the terrain can be tricky, the ponds can be difficult to find and the weather here seems to change every 30 seconds!

We set crayfish traps out in the evening and when it gets dark, we venture out with our torches and count how many GCN we can see. We then take the traps out and once all of the GCNs have been counted, we release them back into the pond. Our highest count in a single pond, now named 'party pond', was over 80 GCNs in one night!



FROM BECKY HODGINS:

"Coming into my second year at Delta Simons, I feel like I have the best job in the world. In this time I have been involved in many projects including bats, great crested newts (GCN), badgers, water voles, reptiles, birds, habitat and flora surveys.

The best part of this project is getting to work with some amazing ecologists within our team who I don't usually see,

Iain Turner has been a great asset to this project. We have had some great laughs together and it makes you realise what a great team we have here. Hopefully I have made my team manager, Jennifer Britt proud!"



FROM IAIN TURNER:

"It's been just over 3 months since my career at Delta-Simons began and like Becky, there is nothing I haven't been involved with. During this project I've been partnered with an awesome group of colleagues who are always looking out for each other - a big shout goes out to Becky, who has led the boots on the ground team here brilliantly!

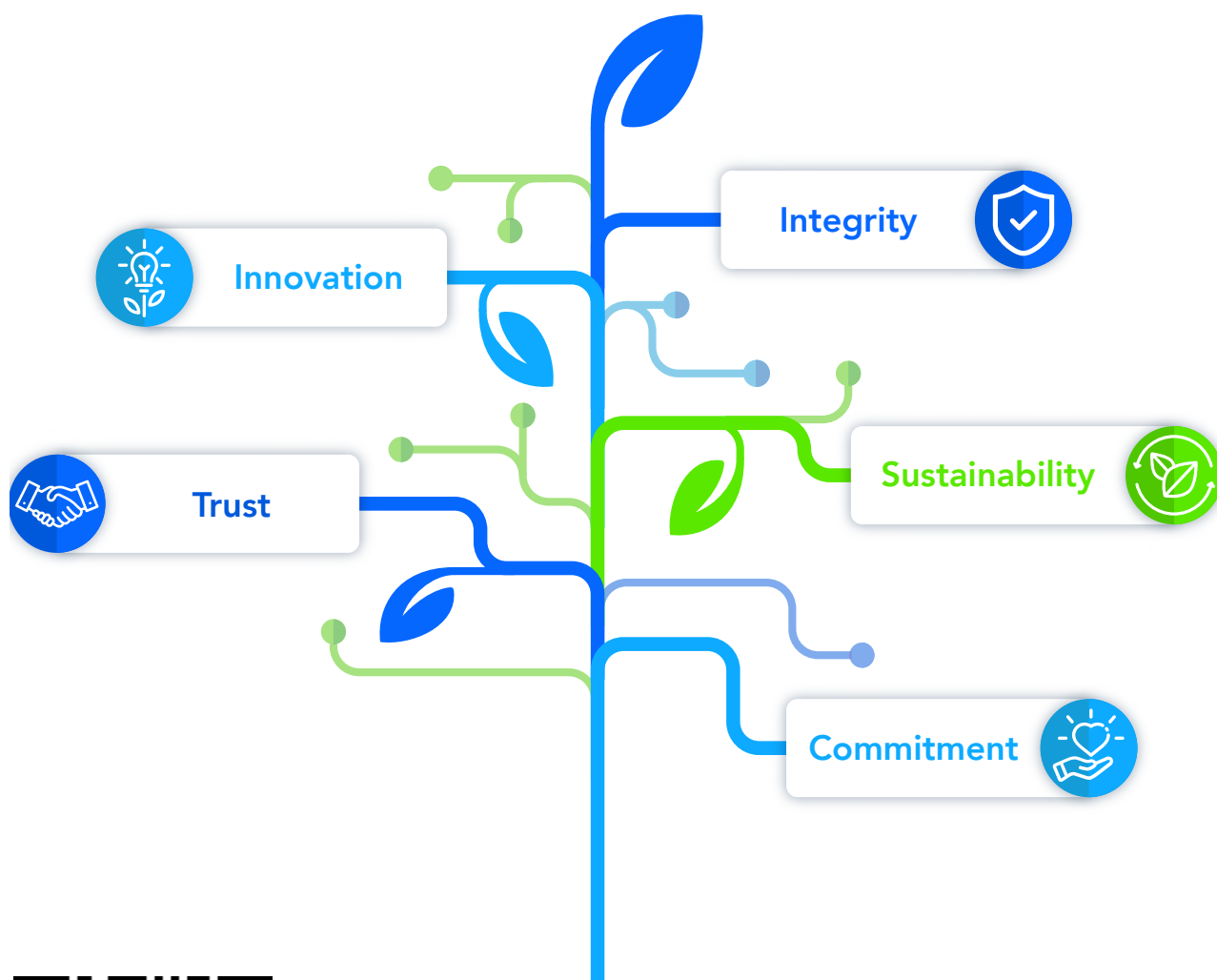
These site experiences so far have led to a greater understanding of the flora and fauna I work with. I feel valued within the team as even though I am relatively new, I have been entrusted with organising my team members for a few site visits. I'm really looking forward to the upcoming projects and surveys and of course, meeting more of the Delta-Simons team!"

Since writing this in July 2022, Becky was promoted to Consultant Ecologist in January 2023!



Our Values

Our culture has not been manufactured or created for the purposes of the business, but instead it formed naturally through the interactions of our people and developed from our operations. Through our scientific testing activities as our founding service lines, we have always had to operate with integrity, accuracy and ultimately be trusted to deliver our services. This integrity, and all our values are reflected in our operations across the business.



Scan to read
our team book,
explaining more
about our culture
and values



The Benefits of Our Community

We know that people are at their best when they are in a positive working environment. Where they are encouraged to use their skills and where they have the opportunity to progress and become fulfilled. We want to attract and retain quality people so we believe our package of benefits to be amongst the best in the business:

- ▶ 24 days annual leave in addition to bank holidays
- ▶ Company matched pension scheme
- ▶ Private healthcare - through SimplyHealth, employees can claim back expense on dental, eye care and wellbeing services. The premium is paid by the Lucion Group and the employee only pays Benefit-in-kind Tax
- ▶ Wellbeing platform with healthy eating, workouts, discounts, cashback and more
- ▶ Employee Assistance Programme when you need support, we make sure it's readily available for you from an independent provider, 24/7/365
- ▶ Flexible, hybrid working Policy - we are a technologically advanced company and can provide the tools you need to work to meet your needs
- ▶ ULEV salary sacrifice car scheme - lease a new hybrid or fully electric car, fully maintained and insured by monthly deduction of payment from pre-tax salary
- ▶ Each year we take part in World Environment Day initiatives. Last year we planted trees for each member of our team, and this year we purchased an area of seagrass for our team members as part of a biodiversity regeneration project in Loch Craginish, Scotland
- ▶ We're continuously building on our ESG plan and commitments (including becoming Beyond Net Zero), and have the infrastructure to make it real
- ▶ Charity sports events at regular intervals
- ▶ Connected communication systems include online chat, working groups for things you're passionate about, blogs, employee representative groups and more
- ▶ Extensive training opportunities and supported CPD





Scan to watch
the Environment
Analyst 'making a
difference' videos
featuring Senior ETS
Consultant, James
Bickle

INSPIRING THE NEXT GENERATION OF SUSTAINABILITY LEADERS

An insight into Delta-Simons' involvement in the Sustainability Delivery Group and the Early Careers Survey



With 200,000 professional staff worldwide, the environmental and sustainability consulting industry has the expertise and knowledge needed to deliver a transition to a zero carbon, sustainable economy. With the sector currently facing an unprecedented demand for consultancy services, there is now an urgent need to attract the next generation of professionals.

WHAT IS THE SUSTAINABILITY DELIVERY GROUP?

The Sustainability Delivery Group is an initiative from Environment Analyst, aimed at harnessing the environmental and sustainability consultancy sector's potential to deliver sustainability goals. As part of this group, the Early Careers Advisory Board (ECAB) was formed to generate a culture of cooperation and coordination between environmental and sustainability consulting firms to tackle the skills shortage and attract more young professionals into the industry. Delta-Simons' Senior Environmental Transaction Services (ETS) Consultant, James Bickle, joined the ECAB in 2021 and is now deputy chair, playing a key part in helping the group to inspire the next generation of sustainability leaders, as well as promoting diversity and inclusion within the sector.

THE EARLY CAREERS SURVEY

Earlier this year, James was involved in compiling and publishing the findings of a survey targeted at early careers professionals from the environmental and sustainability consultancy industry, to get a snapshot of demographics, career entry routes, job satisfaction, and motivations of those working within the industry. The findings were then presented at the Environment Analyst UK Business Summit in June. Commenting on the survey, James said:

"The survey gives us an idea of the current demographic, an important perspective on what matters most to early careers professionals working for the industry, and helps us to identify areas where, as an industry, we're doing well, or could improve."

DIVERSITY AND INCLUSION

The Sustainability Delivery Group also aims to promote diversity and inclusion within the sector and the early careers survey findings showed that there is still more work to be done to incorporate a more diverse representation amongst early careers professionals in the industry.

CAREER ENTRY ROUTES & SECTOR AWARENESS

The survey findings also show that most participants became aware of the sector whilst at university, and by conducting their own personal research. A key takeaway here is that more can be done at school and college/sixth form level and through careers talks and events.

VIDEO INTERVIEWS

In addition to the Early Careers Survey, James has also been involved in a series of four video interviews around the theme of 'making a difference', along with three other environmental consultants from Jacobs, Arcadis and Atkins. These interviews include an insight into their day-to-day life, their future ambitions and what attracted them to the industry in the first place. You can watch the videos by scanning the QR code on the left. Commenting on the video interviews, James said:

"These interviews provide an important insight into the inner workings of the industry and how you are able to contribute towards making a genuine difference, even at the early stages of your career. We are in a unique position, we are able to highlight our industry as a genuine way of helping to solve some of the world's most significant challenges; climate change, biodiversity loss, population increase, and sustainable development. A sense of job purpose and helping to tackle environmental issues ranked highly as personal drivers to joining the sector in the early careers survey, and we need to enable and promote this as much as we can to attract and retain young professionals."

The environmental and sustainability consultancy industry has an important responsibility to drive change and exert influence on the direction of organisations, both large and small. We're really proud to have advocates within Delta-Simons who are committed to solving the issues highlighted within the early careers survey and celebrating the great work being undertaken across the sector to inspire the next generation of sustainability leaders.

Notes



DeltaSimons
Protecting people and planet



DeltaSimons
Protecting people and planet

PART OF THE



Scan to visit our
careers site

www.deltasimons.com

January 2023