



INSTITUTION OF ENVIRONMENTAL SCIENCES

ANNUAL REPORT²⁰¹⁸

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“A TRUE SUSTAINABILITY APPROACH IS NOW REQUIRED AND I AM HEARTENED TO SEE INCREASING NUMBERS OF ENVIRONMENTAL SCIENTISTS STEPPING UP TO PLAY THEIR PART IN THIS CRUCIAL ENDEAVOUR.”



This is my first Chair's introduction to the IES annual report and, as I write, I reflect on another momentous year for environmental policy, environmental science and the environmental profession. It is with pride that I see the IES occupying a crucial position within this complex system.

Gary Kass
Chair of Council, March 2019

A note from our Chair

I will start by paying tribute to my predecessor, Noel Nelson, who has left me an easy job to do and, for that, I am extremely grateful. I must also thank my fellow IES Council members for their help and support throughout the year. Without the work of the IES staff, led admirably by our CEO, Adam Donnan, all the Council's pontificating would come to nought. Their successes are worth celebrating as 2018 has been nothing short of a real triumph with subscribing membership up by nearly a quarter in a single year and total membership up 40% – a truly remarkable achievement!

We have continued to broaden the boundaries of our membership, with the new Registered Environmental Technician designation (REnvTech). I had the honour of presenting the first REnvTech award to Mark Lane in November at our annual highlight event, the Burntwood Lecture. This year's Lecture was hosted by Dieter Helm, Chair of the Natural Capital Committee, and delivered by Kathy Willis, Professor of Biodiversity and Principal of St Edmund's Hall, Oxford and NCC Member. Kathy gave a real barn-storming lecture on the knotty question of 'Can we put a price on biodiversity?' reflecting recent shifts in the direction of environmental policy towards ecosystem services and natural capital approaches.

We were also extremely pleased to welcome Sir David King as our latest IES Honorary Fellow, recognising his incredible work over many decades in advancing science and

policy on climate change and other critical environmental issues.

Looking further afield, 2018 saw many notable events in environmental policy. The UK Government published its 25 Year Environment Plan and consulted on creating a new public body – the Office for Environmental Protection. The draft Environment Bill was published in December which has created a huge opportunity to make some meaningful progress in improving the state of the environment by putting the ambitious and widely-supported goals of the 25 Year Environment Plan onto a statutory basis. The IES played a key part in shaping policy in 2018 and we will continue to do so as the emerging actions are taken forward.

Internationally, we have seen further agreement reached on the rules for implementing the Paris Agreement on climate change. But we also had a stark warning from the Intergovernmental Panel on Climate Change that huge efforts are required in the period to 2030 if we are to achieve the Paris Agreement targets, especially in reaching the goal of limiting global warming to 1.5 degrees above pre-industrial levels. It is also becoming clearer that cutting emissions will not be enough – we now need to start removing greenhouse gases from the atmosphere. We cannot pursue this goal in isolation. We must also work towards achieving all the global goals for sustainable development, from safeguarding life on land

and life underwater to irradiating hunger and removing inequalities. A true sustainability approach is now required and I am heartened to see increasing numbers of environmental scientists stepping up to play their part in this crucial endeavour.

2018 was also a transformative year for marine policy, with the worldwide focus on plastic pollution creating a significant momentum for changes in policy and in individual behaviour. There was also good news in the funding of environmental science, with the recently-formed UK Research and Innovation (UKRI) publishing its 'Strategic Prospectus' during 2018. This includes a welcome focus on science and innovation geared to tackling critical challenges, including environmental issues. It's great to see recognition growing that systems-wide, interdisciplinary approaches to tackling wicked problems are essential – a key principle of the IES's mission.

As I look forward to an even more successful 2019 for the IES, I want to thank all of the IES's members and supporters. The IES Council, Adam, and his team, do what we do, driven by our mission to serve our members as we stand up for environmental science, scientists and the natural world. I hope to hear from as many of you as possible about how we might all help the IES continue to go from strength to strength.

“The IES played a key part in shaping policy in 2018 and we continue to do so as the emerging actions are taken forward.”

06

Whatever stage you are at in your career, the IES has membership services that will help you gain recognition and progress to the next level. Members come from all areas of the environment sector, wherever jobs are underpinned by science.

07

Growth in IES membership in 2018: **40%**

Increase in IAQM membership in 2018: **13%**

Growth in number of Chartered Environmentalists: **12%**

Affiliate members up **98%** in 2018 and a **70%** increase
in student members across **110** accredited programmes

Aiding professional development

Event highlights from 2018

Webinars

Throughout 2018, the IES hosted an unprecedented number of webinars covering varied subjects, including climate resilience, the Martian terrain, and the importance of protecting tranquil spaces in our environment. Running in tandem, the Entrepreneurship in the Environment series interviewed successful entrepreneurs at various stages of their career and explored how prevalent the entrepreneurial spirit is within environmental science, challenging the viewpoint that innovation only comes from engineers and product designers, not scientists. All our webinars are available free for members and archived on our YouTube channel.



A Plastic Ocean Screening & Debate

In support of World Environment Day, the IES ran a series of screening events in Bristol, London and Edinburgh which showed the award-winning documentary, A Plastic Ocean, untangling the science behind the headlines of this demonised commodity.

Each screening was followed by a panel debate which explored the scientific evidence behind this environmental issue and some of the unintended environmental impacts many proposed plastic alternatives and solutions may present. Public engagement at its very best.



The Land Condition Symposium

2018 was the inaugural year for the Land Condition Symposium, a technical one-day event addressing topical issues at the forefront of the sector. Eminent speakers discussed risk assessment, emerging policy and complex case studies before closing with an expert panel discussing how the industry may evolve over the next 25 years.

Following its success, the Land Condition Symposium will return annually visiting major cities across the UK.



The environmental SCIENTIST

Challenging perceptions in land condition



With an increasingly urbanised world, there is ever more pressure to build new houses on green space in our cities. The remediation of land not only reduces this, but has the power to revitalise once-written-off areas. This edition highlighted the challenges faced by land condition professionals and the advances made in policy and technology that are changing the way we remediate.

Unintended consequences in environmental science



Exploring the unknown natural world is a key feature of environmental science, but often results do not fit into our expectations. This edition explored unintended consequences in environmental science, highlighting just how unpredictable research can be. It included articles about the reintroduction of relic species and how green energy impacts biodiversity.

Deeper than plastic: Issues for the marine environment



2018 saw the world's oceans at the forefront of the public agenda. With the return of the Blue Planet series and World Environment Day dedicated to stopping the plastic tide, there was no better time to focus on marine science. This issue covered submarine volcanos, the ceatceans of the British Isles and air quality in our ports.

Toying with nature: Recreation and the environment



Outdoor recreational pursuits are the most popular pastimes across the world. Many of us choose to spend our free time in natural surroundings, but what impact are we having on the nature we are in, or perhaps, what effect is it having on us? This edition tackled such issues as access rights and questions how natural nature reserves really are.

Issues planned for 2019

March
June
September
December

Right tree, right place
Effective public engagement
Noise
Natural disasters

“THE IES PRACTICES WHAT IT PREACHES, BRINGING TOGETHER ITS DIVERSE MEMBERSHIP, TALENTED STAFF AND EXPERT COUNCIL MEMBERS, IN THE CHALLENGE OF IMPROVING THE ENVIRONMENT FOR ALL.”



It has been my honour to write in the IES's Annual Report as its Honorary Secretary for nine years now. The 2018 report, however, will be my last, with this position being retired as we modernise our governance structure. So I hope you don't mind a moment of reflection.

Phil Holmes
Honorary Secretary, March 2019

Honorary Secretary's Report

Every year, I find myself amazed at the sheer number of events, publications and membership services we deliver. If I tally up this year's seminars, workshops, webinars, conferences, AGMs, lectures, supported events and "CEnv in a Day" workshops, we get to over 80, more than one each week. Seven years ago, this was only an aspiration, but thanks to the work of the project team and Events and Training Officer, Rhianna Jarvis, we are not only breaking records but increasing quality too. Ambitious events such as nationwide screenings of 'A Plastic Ocean', the inaugural Land Condition Symposium and DMUG 18 are just a few of this year's highlights.

In 2018, our journal, the environmental SCIENTIST, explored growing sectors in our membership, including land contamination and the marine environment. These fascinating reads were produced alongside countless analysis pieces, policies, news items, reports, newsletters, guidance and position statements. It's been a busy year for our Publications Officer, Paddy Fowler, and

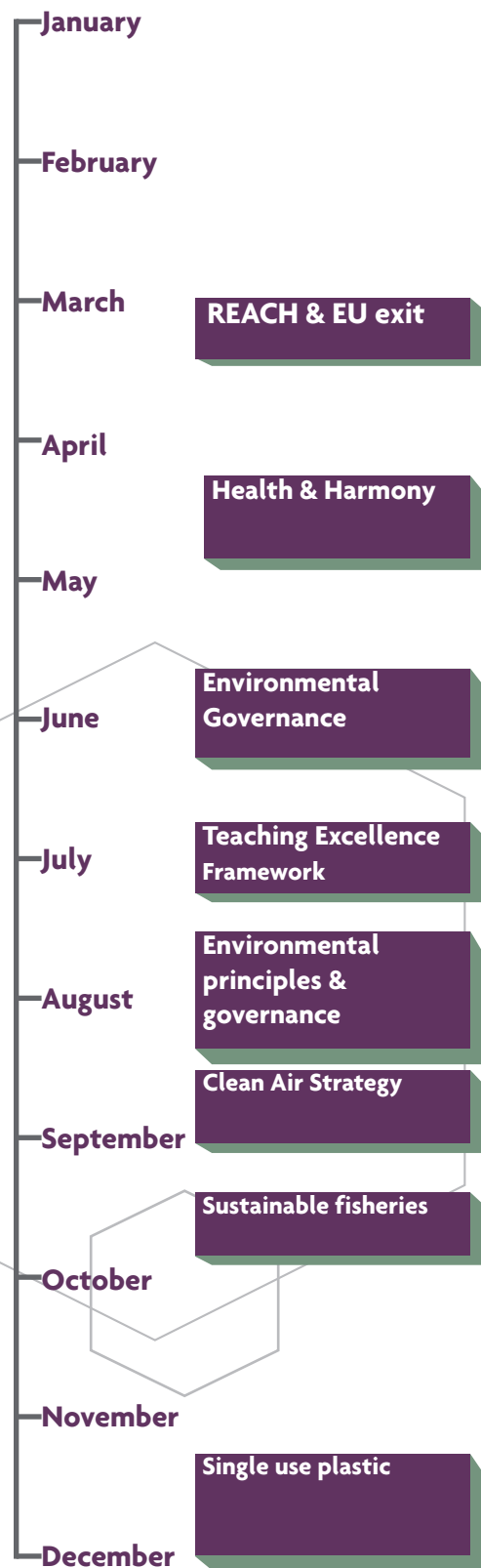
outgoing Policy and Communities Officer, Robert Ashcroft. Between them, they have increased our members' sphere of influence wider than ever before. I look forward to witnessing an even more ambitious future for the IES's publications

The upward trajectory of the past seven years has been steered by the IES Council, which I am proud to have been part of for so long. My thanks go to them for their constant support and ambition, which has led to the Institution's best ever membership figures and a strong financial position. This incredible increase in membership over 2018 (40%) needed to be met with a team ready to support it. Firstly, I'd like to highlight the work of Chloe Fletcher, who has spearheaded many of the new membership services. Amongst her many achievements, this year was the gruelling alignment of IES systems to GDPR and ongoing delivery of the IES's diversity programme. She even juggled her work at the IES with attaining a distinction in her MSc in Environmental Modelling. Secondly, my thanks go to Lisa

Abbott and Alex MacNaughton, our Office Administrators. Keeping track of thousands of members, dealing with hundreds of applications and answering queries is a monumental task, carried out with determination and style - thanks!

Lastly, thanks to the CEO, Adam Donnan, who has made writing this report each year so easy, and my 13 years with the IES so rewarding. 2018 is yet another occasion where I get to talk about the positive steps the IES has made, all under his stewardship. His vision and commitment to the Institution and its members, I believe, has benefited not only us but the environment as a whole. In this report, seven years ago, Adam wrote: "We cannot hope to improve the environment if we do not combine talent and expertise from across all fields of science". I think last year and the six before it has shown that the IES practices what it preaches, bringing together its diverse membership, talented staff and expert Council members, in the challenge of improving the environment for all.

“We are not only breaking records but increasing quality too.”



2018 has been a busy year for environmental policy as the Government prepares the framework for environmental policy upon the EU exit. Whether responding to Select Committee enquiries, submitting evidence to consultations or working with other like-minded environmental bodies in the pursuit of evidence-based policymaking, the IES, IAQM and CHES have continued to stand up for science, scientists and the natural world in the political sphere.

Health and Harmony: the future of food, farming and the environment in a Green Brexit

Outlining the vision for post common agricultural policy (CAP) land management, the Health and Harmony paper had the potential to play a vital role in determining the future of UK environmental policy. The IES sought comments, suggestions and examples from members on the consultation, as well as setting out a number of key recommendations for the Government. In particular, the focus on “public money for public goods”, better connectivity between urban and rural areas, and ensuring scientific rigour and evidence form the basis of policy.

Environmental Principles and Governance after EU Exit

The IES was concerned about the emergence of a damaging “governance gap” appearing during the replacement of European institutions. Our evidence highlighted the importance of adherence to environmental principles rather than having regard to them, co-creating an independent UK-wide environmental governance body, stronger enforcement measures available to ensure environmental law is upheld, and that the body is adequately resourced, not solely in funding, but in the access to scientific expertise and the power to commission novel research where data does not yet exist.

Single use plastic: banning the distribution and/or sale of plastic straws, stirrers and plastic-stemmed cotton buds in England

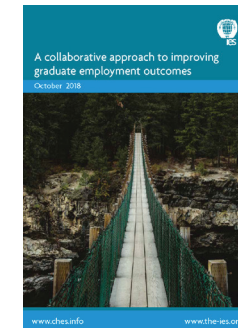
2018 has been the year of the ocean plastic issue, bringing environmental science and activism to a worldwide audience. As part of the Environmental Policy Forum (EPF), the IES submitted a response to the Defra consultation on single-use plastic distribution and/or sale. As a collective, the EPF wholeheartedly supports a ban, referring to the likelihood that these items would most likely “leak” into the environment. While the ban takes the first steps towards a more sustainable approach to “single-use”, the replacement of the plastics with alternate materials, rather than eliminating their requirement completely, was raised as a potential concern.

Membership Survey



We survey members annually to gain an understanding of how membership services are rated and what members might like to see in coming years. The 2018 survey reflected our commitment to excellent membership services, with 96% of respondents rating the office’s ability to answer their query as ‘excellent’ or ‘good’. The Net Promotor score was a record 43!

A collaborative approach to improving graduate employment outcomes



This CHES report constitutes a record of the Employability Workshop held in April, with suggested future actions to be taken in line with the outcomes. This report follows the 2016 Wakeham Review of STEM Degree Provision and Graduate Employability that identified poor graduate employability statistics across a number of STEM subjects.

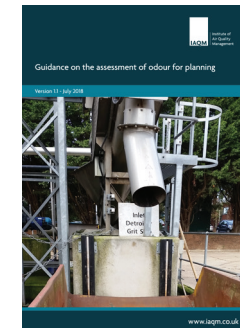
97%
of readers rated our analysis as very or moderately interesting

Air quality monitoring in the vicinity of demolition and construction sites v1.1



Originally published in 2012, this document from the IAQM provides guidance on air quality monitoring in the vicinity of demolition and construction sites. This update reflects changes to other external documents and minor clarification amendments to ensure it remains up to date and in line with current research.

Guidance on the assessment of odour for planning v1.1



Originally published in 2014, this IAQM document seeks to provide guidance on the assessment of odour, specifically for planning purposes. The Guidance was updated in 2018 to reflect changes in documentation across the sector, making minor amendments for clarification and to bring it in line with current use.

92%
of members surveyed rated our reports and guidance as very important or important

Analysis pieces in 2018

- The 25 year environment plan: the real test starts now
- Plans, principles and plastics: policy in 2018
- Helping members working in EIA prove competence
- Entrepreneurship in the Environment with Will Pope
- Assessing & protecting tranquility
- Book review: Practical Handbook of Earth Science
- What’s the point of a code of conduct?
- The impact of our linear lifestyle
- Right plastic, right place
- Climate resilience in consultancy
- Robot Smart Labs - Innovative Approach for monitoring & managing rivers & lakes
- Entrepreneurship in the Environment with Kat Bruce
- ‘We need to talk’ - Effective environmental communication
- Qualitative responses to the 2018 Membership Survey
- Interview with our first two REnvTechs
- Agriculture & land management after Brexit
- Changing behaviour for Conservation Impact
- Book review: Sustainability Science: Key Issues
- Meeting the Paris Agreement - What role does land play?
- Land & groundwater remediation options & scoping
- The future of tropical agriculture
- BREEAM’s highest rated building
- The Martian Terrain: Lander and rover mission
- Book review: The Invisible Killer
- Entrepreneurship in the Environment with Joe Freemantle

Past & Present

2018 2019

New Chair & Vice

In 2018, we welcomed Gary Kass, now Defra, at the time Deputy Chief Scientist at Natural England, as the new Chair of the trustees and Julie Hill, Chair of WRAP, as our the Vice Chair. Noel Nelson retired as Chair but was elected, Vice President so his duties continue!

On the road

In 2018, we took to the road and brought a number of IES events out of London. With CEnv in a Day workshops in Manchester and Leeds, the Routes to Clean Air Conference in Birmingham, screenings and debates in Edinburgh and Bristol, and a journal launch event in Plymouth.

Recognising technicians

To recognise the value, expertise and achievements of this group of scientists – and address the growing skills gap of newly trained technicians – we launched our new technician register, REnvTech.

Improved governance

At the 2019 AGM, members will have the chance to vote for a new charitable object and updated Articles of Association. This document is based on best practice from the Charity Commission and modernises our governance structure.

More, more, more!

This year, we aim to host even more events outside of London. Starting with CEnv in a Day workshops in Bristol and Birmingham, the Land Condition Symposium in Manchester, careers events in Derby and Norwich, and many more in the works.

Easy to renew

In 2019, we will be making membership renewals even easier with a direct debit option on the member profile area as part of a digital roadmap that will see several important changes to the website.

Staff changes

Robert Ashcroft left his role as Policy & Communities Officer late in the year to join Defra. Kasi McReddie joined as our Membership & Projects Officer, with a short-term focus on enhancing our student membership.

Sector-spanning journals

The environmental SCIENTIST covered a number of sector-spanning themes as well as diving deep into two growing areas of our membership. Challenging perceptions in land condition kicked off the year, followed by Unintended consequences, Deeper than plastic and finally Toying with nature.

Entrepreneurship

Riding on the success of 2017's webinars, 2018 saw the launch of the Entrepreneurship and the Environment series, focusing on innovation across the environmental science sector. These included interviews with Will Pope, Joe Freemantle and Kat Bruce.

Record workshops

Thanks to the fantastic response we got from IES members volunteering to be CEnv assessors, we were able to run fifteen CEnv workshops throughout 2018.

Growing further

As the IES continues to grow, in 2019 we have recruited Rhiannon Humphreys as Education & Professional Development Officer as well as taking on Prof. Carolyn Roberts as Policy Lead. Later in the year, we will be creating a new post and employing an intern to support our expanded events programme.

Upcoming publications

2019 will begin with Right tree, right place before we tackle the challenges of environmental public engagement, acoustics, and finishing the year with natural disasters. Our salary survey will return and we will publish updates on our equality and diversity actions.

Evening events

In February 2019, we moved into our office. Controlling our own space means we have the option to run evening events in our very unique meeting room in our beautiful grade II listed office building.

New training schedule

The long-called-for CSci in a Day will finally be arriving in 2019, along with a new workshop on ethics. Individuals beginning their careers in Land Condition will be supported through our new Early Careers Network.

“THE IES HAS A RESPONSIBILITY TO PREPARE ITS MEMBERS FOR THE FUTURE, AND NOWHERE IS THIS RESPONSIBILITY MORE IMPORTANT THAN WITH OUR YOUNGER MEMBERS.”



As I write this, the UK might be 10 days away from crashing out of the EU without a deal, Parliament might agree May's deal, the public might get a second referendum or Article 50 may be revoked. No doubt by the time you read this, the options may have narrowed or broadened. Given this, my annual task of predicting what will happen over the next year feels like a fool's errand.

Adam Donnan,
CEO, March 2019

A fool's errand

As Peter Drucker said, “Trying to predict the future is like trying to drive down a country road at night with no lights while looking out the back window”. So, what can we learn from what we see looking out the ‘back window’ of 2018?

We can see that evidence is remarkably poor at shifting opinion around big, complex and emotive issues. Listening to the ebbs and flows of the debate over 2018 and observing the lack of movement in polling data, it strikes me that experts still understand little about the way to frame persuasive arguments. It is therefore timely for the IES to explore what makes effective public engagement in the environment through our journal, the environmental SCIENTIST. Reducing greenhouse gas emissions and dealing with the myriad of impacts from climate instability are far thornier issues than Brexit, so we need to urgently research and develop tools to help us with this transition. I look forward to reading how Joan Walley, our guest editor for our summer edition, answers this challenge.

The IES has a responsibility to prepare its members for the future, and nowhere is this responsibility more important than with our younger members. The Wakeham Review revealed the struggles of graduates within the sector: above average unemployment, a

high proportion in non-graduate roles and a high proportion in low-pay roles. In 2018, we explored this issue in depth, culminating in the report, A collaborative approach to improving graduate employment outcomes. 2019 is the year we will put the recommendations of this report into action. Whether it's members giving up their time to attend our employability days, going to universities to tell students about the employment services we offer, or the 41 members who are mentoring final-year students or graduates through their first steps into an environmental career, I am heartened by the willingness of members to aid us with this mission.

We also have a responsibility to ensure that pathways into the profession are open to people from all backgrounds. Policy Exchange research found the environmental sector the second least diverse profession in the UK. As the collective voice for environmental science, the IES needs to show leadership in this area. I am pleased to report that, depending on who is elected in 2019, we will have, for the first time in our history, either gender parity or a majority of women on our board. We will also have significantly increased the representation of individuals from Black, Asian and Minority Ethnic (BAME) backgrounds on the board beyond that of the UK national average. In 2018, we added a section to our accreditation scheme investigating

whether our university partners are ensuring their programmes are inclusive to all learners, which we will be exploring in greater detail at the CHES Conference in May. Later in 2019, we will be holding a roundtable discussion for BAME members which will focus on identifying potential barriers to representation and inclusion within the environmental sector, and begin outlining tangible actions for the IES to take forward to dismantle these barriers.

I wasn't the only one to have been pleasantly surprised by Michael Gove's tenure so far as Secretary of State for the Environment. One of my favourite press quotes from 2018 was a former civil servant, quoted in ENDS, saying “It's like Voldemort turning into Dumbledore”. Despite his infamous quote on experts during the Brexit referendum, Gove has been very willing to open listen to the advice of professional bodies and other sources of expertise, a welcome change from recent holders of that post. As Eric Hoffer said, “The only way to predict the future is to have the power to shape it.”

Whatever the outcomes of the current Brexit impasse, and whatever new challenges 2019 throws at us, the IES will continue to strive for a future that maximises the opportunities for our members, strengthens the discipline, and defends the natural world.

“Listening to the ebbs and flows of the debate and observing the lack of movement in polling data, it strikes me that experts still understand little about the way to frame persuasive arguments.”



Statement of financial activities July 2017 - June 2018

	2018 £	2017 £
<i>Incoming resources</i>		
Voluntary income	382,273	315,284
Investment income	36	33
Total incoming resources	382,309	315,317
<i>Resources expended</i>		
Total resources expended	364,107	296,538
Net movement in funds	18,202	18,779
Fund balances at 1 July	129,371	110,592
Fund balances at 30 July	147,573	129,371

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.



Sister organisations

IAQM

It was another action-packed year for the IAQM, which continues to go from strength to strength.

After the success of the 2017 Early Careers Meetings, we have continued to provide a platform for newly qualified air quality specialists to develop their skills and network with other professionals. This year's events took place in Manchester and London. The 2019 events will be in Bristol and London.

Continuing on that theme, this year the Routes to Clean Air conference headed to Birmingham and our ever-popular and unapologetically technical DMUG conference took place in London. We also held two discussion meetings, the first on the UK Clean Air Strategy, held in Manchester and the second tied to our AGM and themed around Indoor Air Quality.

GROWTH IN TOTAL IAQM MEMBERSHIP IN 2018: 13%

In 2018, we updated two pieces of Guidance - our Guidance on the assessment of odour for planning and Guidance on monitoring in the vicinity of demolition and construction sites. We also made significant progress on a new publication on assessing air quality impacts on designated nature conservation sites. This should be out for consultation with members in April 2019.

Alongside this guidance, we continued to publish and update IAQM position statements, including advice on proving competence in air quality for EIAs.

We introduced a new membership category, Affiliate, for those individuals studying air quality or for individuals interested in air quality, but who do not

work in the field. By the end of 2018, 14 individuals had joined at this grade. These, combined with membership growth in all other membership categories, meant we ended the year just shy of 500 members.

We re-launched our website in October, with a new clean minimalist design, making browsing updates and guidance documents a breeze. It also contains a complete archive of presentations from our events.

In August, we submitted a very substantive response to Defra's consultation on the draft Clean Air Strategy 2018.

CHES

The focus this year was on the issue of employability for graduates from environmental science.

In April, we ran the workshop, Sharing Best Practice in Employability, which was well attended by our membership. The results of this workshop were synthesised into a report, A collaborative approach to improving graduate employment outcomes, published in October.

TOTAL NUMBER OF ACCREDITED PROGRAMMES IN 2018: 106

We were pleased to contribute to the development of the Environmental Practitioner degree apprenticeship which should be launching in September 2019. We also wrote a response to the Subject-Level consultation on TEF.

GROWTH IN TOTAL IES STUDENT MEMBERS: 70%

In 2019, we are relaunching the brand and the website, furthering our diversity and inclusion work and exploring pathways through environmental science education at our AGM. Should be an exciting year!

Trustees & Staff Members

President: Sir John Lawton

Senior Vice President:

Mr John Baines MBE MEnvSc CEnv

Vice Presidents:

Dr Heather Barrett-Mold OBE FEnvSc CEnv CSci

Mrs Jenny Blumhof FEnvSc CEnv CSci

Dr Mark Everard FEnvSc CEnv CSci

Professor Jim Longhurst FEnvSc CEnv CSci

Dr Noel Nelson MEnvSc MIAQM

Professor William Pope FEnvSc CEnv CSci

Professor Carolyn Roberts FEnvSc CEnv

The Honorary Officers of Council, who are also Council Members, from the 2018 AGM were:

Chair: Mr Gary Kass FEnvSc CSci

Vice Chair: Mrs Julie Hill MEnvSc

Honorary Secretary: Mr Phil Holmes MEnvSc

Honorary Treasurer: Dr Jim Whelan MEnvSc CEnv CSci

Company Secretary: Ms Eleni Antoniadis Snell MEnvSc CEnv

The other members of Council from the 2018 AGM were:

Mr Jonathan Atkinson MEnvSc CEnv

Mrs Linsey Cottrell MEnvSc

Dr Claire Holman FEnvSc FIAQM CEnv

Mr David Holmes MEnvSc

Dr Iain Hossack MEnvSc CEnv

Dr Jackie Rogers MEnvSc

Dr Lesley Sloss FEnvSc

Mr Nick Walton FEnvSc CEnv

Professor Phil Wheeler FEnvSc CSci

Staff members and contractors on 31st December 2018 consisted of:

Chief Executive Officer: Adam Donnan

Events & Training Officer: Rhianna Jarvis

Membership & Projects Officer: Kasi McReddie

Operations & Business Development Officer: Chloe Fletcher

Office Administrators: Lisa Abbott & Alex MacNaughton

Publications Officer: Paddy Fowler

Journal Graphic Designer: Kate Saker

Journal Sub-editor: Caroline Beattie

www.the-ies.org

IES is a member of the following organisations:

