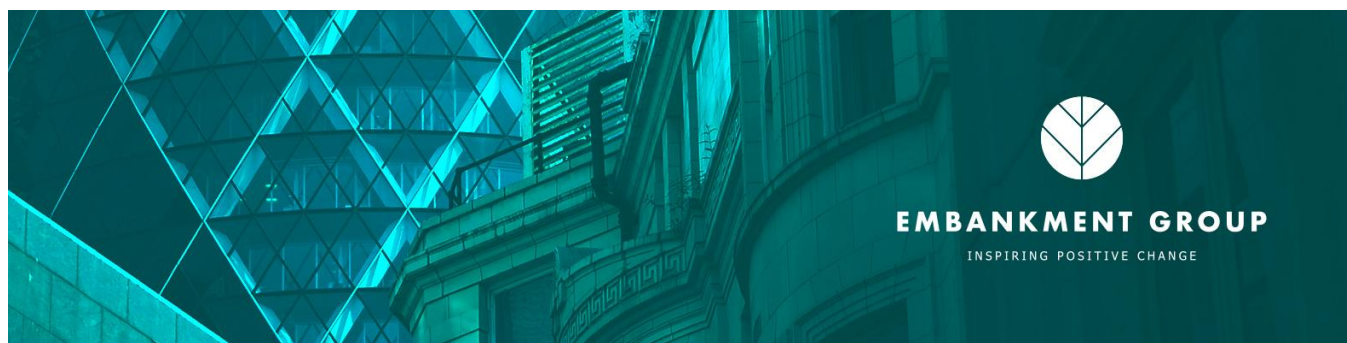




Comparing Jobs at interview stage

A practical guide for candidates with multiple interviews or offers

Embankment Group prides itself on finding the right job for Ecologists coming to us for help and we often set up multiple interviews to ensure the best fit. Evaluating these roles after each interview can help to ensure you make the right decision.



The best approach to evaluate them is to score them against the areas that will genuinely affect your day-to-day experience, career progression and long-term satisfaction. The highest salary is not always the best option; the strongest role is usually the one that gives the best combination of interesting work, a supportive manager, realistic progression, sensible flexibility and the right culture fit.

Key areas to compare

Area	Questions to ask yourself
Role content	Which role gives me the work I actually want to do? Which has the best mix of project work, technical work, management, fieldwork, client contact or leadership?
Career progression	Which company can clearly explain what the next step looks like? Is there a realistic route to Senior, Principal, Associate or Director level?
Line manager	Who did I connect with most? Which manager seemed most supportive, clear and invested in developing people?
Team structure	Would I be joining an established team, building something new, or working quite independently? Which setup suits me best?
Projects	Which company has the most interesting, varied or relevant projects? Are they local, national, major infrastructure, renewables, housing, conservation, or another preferred area?
Workload and expectations	What are the expectations around utilisation, surveys, travel, overtime, deadlines and client pressure?
Flexibility	Which role offers the best hybrid working, remote working, part-time options, office location and travel expectations?
Salary and package	Compare basic salary, car allowance, bonus, pension, healthcare, overtime, TOIL, annual leave and professional subscriptions.
Culture	Which business felt like the best personal fit? Did they seem collaborative, commercial, relaxed, corporate, technical or supportive?
Training and development	Will they support licences, chartership, memberships, CPD, mentoring and technical specialisms?



Security and stability	Does the company have a strong pipeline of work? Are they growing sensibly? Is the role newly created or replacing someone?
Location and lifestyle	Which option works best practically for commuting, family life, travel time and work-life balance?
Decision makers	Did the interview feel organised and professional? Were they clear on salary, process, expectations and timescales?
Gut feeling	Which role are you most excited about? Which one would you feel happiest accepting if the offer came today?

Simple scoring table

Score each role out of 5 against the areas below. A higher total can help identify the strongest overall option, but the final decision should still consider which factors matter most to you personally.

Criteria	Role 1	Role 2	Role 3	Role 4
Role content				
Progression				
Manager fit				
Team culture				
Projects				
Flexibility				
Salary/package				
Work-life balance				
Long-term opportunity				
Gut feeling				
Total				

Decision note: The best role is not always the one with the highest salary. The strongest option is usually the one that balances interesting work, strong management, progression, flexibility, culture fit and long-term opportunity.

Once you've had your interviews, the next step is discuss how you feel with a member of our team and agree next steps. Well done getting this far, you're just a few steps away from choosing an employer that's right for you!