**Job Description**

**Role title: Principal Consultant**

**Reports to: Head of Consultancy, AQUAFACT**

**Grade: Principal**

**Sector: Marine Industry Ireland**

**Division: AQUAFACT**

**Location: Galway, Ireland**

**Purpose / scope of role**

AQUAFACT (part of the APEM Group) is an established environmental consultancy company specialising in providing services to clients in the marine sector. Our consultancy team provides evidence-based assessments across areas such as aquaculture, ports and harbours, and offshore renewable energy developments.

AQUAFACT’s consultancy team provides the following services:

* Appropriate Assessment (AA) Screenings and Natura Impact Statement (NIS) reporting
* Environmental Impact Assessment reporting (EIAR)
* Assessment of Impacts of Maritime Usage (AIMU)
* Water Framework Directive Assessments
* Shellfish Sanitary Surveys
* Environmental monitoring and management protocols
* Resource management, habitat mapping and evaluation
* Aquaculture and environmental management
* Hydrographical modelling
* Support to clients in gaining marine and environmental consent for developments and projects, and subsequently helping ensure ongoing compliance with licence conditions.

We are seeking an experienced, adaptable and enthusiastic individual who has the skills and experience to deliver complex environmental consultancy projects for our clients. You will work within and across a wider team of specialist sectors and business support to deliver projects within Ireland, the United Kingdom, and globally.

You will be able to deal confidently and professionally with clients, meeting quality, budgetary, and time constraints for project delivery. You will work collaboratively as part of the senior management team in AQUAFACT while continuing to provide expert advice in your area of expertise to a range of internal and external clients.

You will support and work closely with our Head of Consultancy to manage/mentor team members and deliver high-quality technical reports and achieve excellent client feedback.

# What success looks like in this role

Through mastering this role you will be able to deal confidently and professionally with clients, meeting quality, budgetary, and time constraints for project delivery. You will mentor and coach your team members to develop and succeed in their roles. You will work collaboratively as part of the senior management team to drive AQUAFACT’s goals, providing expert advice in your area of expertise to a range of internal and external clients.

**Key responsibilities**

* To work closely with the Principals and Associate Directors to expand our environmental consultancy service across Ireland and further afield.
* To work with the Head of Consultancy to deliver growth objectives for the consultancy team.
* To plan, budget, and oversee complex consultancy projects.
* To develop, maintain, and manage internal and external stakeholder relationships.
* To prepare tenders and quotes that are responsive to our clients’ needs.
* To contribute to the positive evolution of APEM Group’s workplace culture.
* To lead project delivery sub-teams with appropriate skills and use of subcontractors.
* Mentoring, developing, and maintaining an engaged and performing team.
* Ensure the quality and standard of technical project work and tendering delivered to customers.
* Work in collaboration with the other AQUAFACT teams (laboratory, survey & business support/finance), ensuring projects across AQUAFACT are delivered on time and budget meeting the business and customer expectations
* Work effectively within the AQUAFACT consultancy team and assist with building a pathway for increasing technical capability and learning.
* To carry out any additional activities that may be reasonably required or requested.

# Skills/Knowledge/Experience/Qualifications

# Essential

* BSc or MSc degree in a relevant subject, and at least five years’ professional experience in environmental consultancy work.
* Significant experience in at least one of the following sectors: aquaculture, ports and harbours or marine transportation and offshore renewable energy development.
* Experience in the use of Deltek or other project management software.
* Excellent written and verbal communication skills.
* Excellent numerical skills and attention to detail.
* Proven ability to lead, plan and deliver projects or work packages on time, to agreed quality standards and within budget.
* Ability to work well in teams, work well under pressure and meet deadlines.
* Ability to adapt and manage change within teams and service delivery.
* Strong, creative problem-solving, organisational and analytical skills.
* Line management experience.
* Experience in preparing proposals and tenders.
* Competent with the use of Microsoft applications.
* Full Driving Licence.

# Desirable

* A relevant higher degree.
* Membership of a relevant professional body working towards chartership.
* Excellent working knowledge of Irish and EU wildlife and planning legislation.
* Excellent organisation and problem-solving skills and initiative.

**Our Values**

Our most important assets are our people who work here. We all work as one team and rely on each other. We wish to create a working environment to which our people are proud to belong, by maintaining our values at the forefront of everything we do. These values are:

* Integrity – We do the right thing
* Quality – Quality in everything
* People - We care
* Forward thinking – We focus on the future
* Positivity – We believe we can
* Fairness – We champion equality

**Our WOW Factor**

When home became work, we learned that flexibility, understanding and balance allowed us all to move forward and grow together. So, no matter where you’re based, the hours you keep, the toddlers you have to entertain, or outside interests that help with your wellbeing. We are committed to our Ways of Working (WOW) with each other so we can continue to be our best.

**You belong**

We recognise that everyone’s story is different. The opportunities, experiences and challenges faced in life shape who we are, and we understand that these are the things that make us individual and unique. Embracing our differences means we’re able to approach what we do from every angle.

Inspiration and insight can come from anywhere, and no matter your history or choices in life, we empower our people to be their best, so we can be our best, together. **We welcome the whole you.**