**Job Description**

**Role title: Principal Consultant – Water Data Science**

**Reports to: Associate Director**

**Grade: Principal**

**Sector: Water**

**Division:** **Water Science**

**Purpose / Scope of role**

Freshwater ecology has been established as an area of APEM expertise for many years and the Water Science Division specialises in delivering cutting-edge collection, analysis and interpretation of hydro-ecological, water quality and catchment data. We are passionate about using data to develop evidence-based solutions that allow businesses to better manage their environmental risks and impacts. We take pride in providing impartial, trusted advice to our clients and finding innovative ways to tackle some of the biggest environmental challenges of our time, with a particular focus on balancing environmental and socio-economic needs for water.

Our dedicated Water Data Science team of statisticians and data analysts work closely with domain knowledge experts to support clients across the water, energy and environment sectors. We have an established reputation for helping clients move beyond data accumulation and realise the full potential of environmental modelling to understand the past, optimise the present, and predict the future.

Driven by the requirements of the Water Framework and Habitats Directives, we have a growing portfolio of data-intensive projects that require principal-level support to design, optimise and analyse environmental monitoring programmes and develop data management, visualisation and reporting tools.

**What success looks like in this role**

Working closely with technical experts in freshwater ecology, water quality and hydrology, you and your team will secure and deliver a range of projects for the UK water and energy industries, and their environmental regulators. You will deliver high quality technical reports and work closely with the Associate Directors and other Principal Consultants to expand the Water Science Division, influencing and shaping current and future work streams, and growing our customer base and service offerings.

With a degree in a relevant subject and at least five years professional experience in an analytical role in the environmental sector, you will have a passion for data, an eye for detail, and enjoy working collaboratively to find creative and efficient solutions to clients’ problems.

With technical expertise in applied statistics, machine learning and statistical programming, you will be a highly-motivated and organised self-starter who proactively keeps abreast of new developments in data science and has a demonstrated commitment to the professional development of yourself and others.

You will enjoy working independently and as a leader of project teams and have a demonstrable ability to successfully manage and deliver projects and engage with people effectively and professionally.

In addition to providing specialist technical input, you will be able to communicate confidently with clients and colleagues, work collaboratively within multi-disciplinary teams, have excellent numerical and report writing skills, and be able travel to attend meetings across the UK.

**Key Responsibilities**

* To lead and mentor a team of consultants and senior consultants to deliver data-intensive consultancy projects.
* To be responsible for part of the output of the wider consultancy team, reviewing and signing off deliverables, providing constructive feedback and coaching where required in order to achieve this.
* To be responsible for ensuring that all output is delivered to the highest standard, in line with timescales agreed with the client, within budget and to the highest technical quality.
* To work alone, with other internal teams and in partnership with external organisations on all aspects of tender preparation including scoping, writing proposals, setting budgets and developing work programmes.
* Project management of large scale projects with multidisciplinary teams based in various locations.
* Business development, including building and maintaining relationships with existing clients, identifying and securing new work, and attending and presenting at networking events and conferences.
* To work closely with the Principals and Associate Directors to expand the business across the UK.
* To carry out any additional activities that may be reasonably required or requested.
* To take reasonable care for the health and safety of yourself and others; make use of the tools, equipment, training and resources; and actively engage with colleagues at all levels to contribute to the continuous improvement of health and safety management.
* Complete mandatory health and safety training modules and any that are specific to your role.

**Skills/Knowledge/Experience/Qualifications**

**Essential**

* BSc or MSc degree in a relevant subject and at least five years professional experience in an analytical role involving management, analysis and visualisation of environmental, ecological, or freshwater datasets.
* Expertise in analysing and modelling spatio-temporal data using statistical and machine learning techniques.
* Proficiency with R, Posit (RStudio), RMarkdown and Github.
* Proven ability to lead, manage and deliver projects and work packages on time, to agreed quality standards and within budget.
* Knowledge of policy, legislation and issues relating to freshwater ecosystems.
* Experience of preparing proposals and tenders.
* Ability to review and sign off data analysis and reports produced by others, providing constructure feedback and coaching.
* Strong, creative problem-solving, organisational and analytical skills.
* A valid driving licence.

**Desirable**

* Experience of working in a commercial consultancy environment.
* Line management experience.
* Proficiency with RShiny, Python, ArcGIS/QGIS, PowerBI, SQL, or similar.
* A relevant higher degree.
* Membership of a relevant professional body.

**Our Values**

Our most important assets are our people who work for the firm. 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’re 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.**