**Job Description**

**Role title: Principal Marine Consultant**

**Reports to: Associate Director – Head of Marine Consultancy Team**

**Grade:** **Principal**

**Sector:** **Marine Infrastructure Services**

**Division:**  **Marine Science**

**Purpose / Scope of role**

This is an opportunity to become part of an experienced, enthusiastic and growing team.

The purpose of this role is to work closely with the Associate Director, Marine Consultancy team and wider APEM Group to tender for and coordinate delivery of a wide range of marine ecology projects. A key aspect of the role will be to manage other consultants within the marine ecology team (based on team requirements), influencing and shaping current workstreams, and expanding the current customer base across the UK. The aim is to continue to develop APEM’s capability and capacity in the sector to secure and manage a wide range of marine ecology projects.

One of the main roles of the Marine Consultancy team is providing marine ecology advice to clients and conducting EIA, HRA, WFD Assessments and other ecological assessments with a primarily focus on benthic ecology requirements. Coupled with this is the need for designing surveys, liaising with key stakeholders and interpreting survey results. The Principal Marine Consultant will have the technical knowledge and understanding to be able to review and quality assure outputs, with a key role as coordinator of delivery of outputs from the Senior Consultants and Consultants in the Marine Consultancy team, as required. The Principal Consultant will help to secure and contribute to the delivery of a range of marine ecology projects, ensuring quality, timely delivery. They will proactively promote APEM Group’s marine ecology capabilities and with the Associate Director they will drive APEM Group’s strategy for expanding its marine ecology services.

**What success looks like in this role**

The successful candidate will help drive the success of the Marine Consultancy Team and wider APEM Group. You will be a proactive leader in the team, coordinating tender and project delivery and effectively delegating work to others to meet team/task requirements. You will have excellent knowledge of a wide range of ecological assessments and produce work of the highest technical standard including provision of internal review and Quality Assurance. You will take an active role in Business Development for the team, helping to expand the team portfolio into the new work areas and sectors and be prepared to attend and present at marine conferences. You will also have line management responsibilities and will actively mentor others in the team and the wider APEM Group to expand team capabilities.

**Key Responsibilities**

* To work closely with the Associate Director and other Principals to expand the business across the UK, Europe and worldwide.
* To work closely with the Associate Director and Principals to set and deliver the business strategies for the marine ecology consultancy team.
* To line manage, lead and mentor a team of consultants to produce timely, accurate and high quality products and services.
* To be responsible for part of the output of the wider consultancy team, reviewing and signing off reports, 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 be involved in all aspects of tender preparation including writing proposals, setting budgets, programmes and scope alone, with other internal teams and in partnership with external organisations. Including coordination and review of tender proposals when delegated to others.
* To provide project management of large-scale projects with multidisciplinary teams based in various locations.
* To manage clients, successfully developing, maintaining and managing internal and external stakeholder relationships.
* To mentor, guide and develop more junior members of the team.
* To attend and present at appropriate business development events including networking events and conferences.
* To actively contribute to business development, including maintaining and extending relationships with existing clients as well as securing and managing new work.
* To carry out any additional activities that may be reasonably required or requested.

**Skills/Knowledge/Experience/Qualifications**

**Essential** -

* Excellent knowledge and understanding of marine benthic species and habitats
* Up to date understanding of relevant policy/legislation relevant to marine environmental assessment
* Experience of leading on marine ecology chapters of EcIA, EIA and HRA
* Detailed understanding of marine habitat classification systems (e.g. EUNIS, JNCC)
* Experience of Business Development and Client Engagement
* Previous involvement in stakeholder engagement, including SNCBs
* Experience of managing and delivering large scale environmental projects, including financial management
* An understanding of statistical analysis including PRIMER and associated programmes
* Excellent report writing ability and experience of conducting technical review of team outputs

**Desirable** -

* MSc (or higher) in an environmental or ecological subject
* Full marine EIA coordination (all workstreams)
* Experience of completing WFD assessments and MCZ assessments
* Experience of direct line management
* Membership of a relevant professional institute and aim to work towards professional accreditation
* GIS skills

**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’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.**