



Job Description

Role title: BioLabs Senior Scientist
Reports to: Technical Specialist/Principal/Associate Director
Grade: BioLabs Senior Scientist
Business Unit: Marine Science & Development
Sector: BioLabs & Marine Surveys
Division: Marine BioLabs & Surveys, Freshwater & Phytoplankton BioLabs
Location: Letchworth, Stockport, Edinburgh

Purpose / Scope of role

APEM Biolabs provides laboratory biological and characterisation services for both the freshwater and marine environments. Our analysts play a crucial role in assessing the health and ecological integrity of habitats, contributing to environmental monitoring and conservation.

APEM Biolabs is synonymous with high-quality analysis, large capacity and fast turnaround. Our clients frequently include water companies, regulators and consultancies and our analysts work on a range of projects relating to the Water Framework Directive, Harmful Algal Blooms, baseline investigations and water quality/pollution assessments. Our expert team also specialise in the assessment of recreational waters according to bathing waters directive and World Health Organisation guidance.

Clients may send samples directly to our team or they are collected by APEM staff, sometimes as an element of a larger project. The specification of analyses provided is tailored to the needs of the project, with flexibility being one of our strongest priorities. APEM Limited is a champion in fostering the specialist taxonomic skills that are in increasingly short supply and is committed to providing rewarding careers and long-term professional development for aquatic scientists.

What success looks like in this role

As a Phytoplankton Senior Scientist, you will be analysing and processing phytoplankton samples to APEM's industry leading standards. You will hold a BSc in a relevant subject and will have considerable experience and understanding in the analysis and ecology of phytoplankton. You will have an excellent QC record including ideally participation in external assessments. You will demonstrate your expertise being able to lead on sample analysis and training of junior staff, including being able to talk knowledgeably about a range of relevant subjects. You will supervise several projects including liaising with clients as required.

Key Responsibilities

- Prepare and analyse samples to the required taxonomic level and to standard operating procedures in a timely and efficient manner.
- Demonstrate an excellent QC record (internal and external).
- Manage or supervise laboratory projects.
- 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.



Skills/Knowledge/Experience/Qualifications

Essential -

- High level of competence and experience in core role.
- Previous experience of working under an Analytic Quality Control (AQC) system.
- Ability to work to tight deadlines with attention to detail.
- Supervision and training of junior staff.
- Delivering technical/data reports.
- Liaising with clients or other stakeholders.
- Focus on contributing to the day to day running of lab, working with initiative and positivity.

Desirable -

- Proven track record of participation in AQC systems such as the International Phytoplankton Intercomparison (IPI)
- Understanding of proper database use and management
- An understanding of the Water Framework Directive methodologies and assessment requirements.

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.**