**Job Description**

**Role title: Graduate Marine Scientist**

**Reports to: Senior Marine Scientist – or – Technical Specialist**

**Grade: Graduate Scientist**

**Business Unit: Marine Science & Development**

**Sector: Biolabs & Marine Surveys**

**Division/Team: Marine Biolabs & Surveys**

**Location: Letchworth ONLY**

**Purpose / Scope of role**

APEM Biolabs are seeking skilled and dedicated Marine Scientists, ideally specialising in macrobenthic invertebrates, to join our team. Our analysts play a crucial role in assessing the health and ecological integrity of marine 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 from environmental monitoring to renewables, fish farms, port expansion, Environmental Impact Assessment etc. Our expert team also specialise in the monitoring and recording of invasive and non-native species, having previously identified several species in the UK for the first time.

Clients may send samples directly to our team, or as is often the case 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**

This is an excellent opportunity for a high-calibre and motivated graduate marine scientist at the start of their career, particularly those with an interest in marine invertebrate taxonomy and fieldwork, to assist with collecting and processing marine biological and environmental samples.

If interested in environmental consultancy and seeking to gain valuable experience and training in the field of marine benthic ecology and environmental fieldwork, this role offers a strong foundation. The successful candidate will receive extensive training in processing samples from a wide range of marine and brackish water environments. While previous experience is desirable, it is not essential, as full training will be provided.

**Key Responsibilities**

* The main duties will be the sieving, extraction and sorting of marine biota from benthic samples, with a gradual progression toward identification to species level.
* A significant component of this role involves participating in marine surveys, both nearshore and offshore, as well as intertidal surveys for biotope characterisation and sample collection. These surveys provide hands-on field experience and are essential to the ecological assessments we deliver.
* 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**

* Degree in Marine Biology or other relevant subject

**Desirable**

* Basic understanding of identification of marine invertebrate identification and the major taxonomic groups likely to be encountered
* Experience of marine invertebrate sample processing
* Experience of marine sampling techniques
* Excellent written and verbal communication skills
* Attention to detail
* IT literate

**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.**