**Job Description**

**Role title: Hydraulic Civil Engineer**

**Reports to: Associate Director**

**Grade: Principal**

**Sector: Water**

**Division:** **Physical Aquatic**

**Purpose / Scope of role**

APEM are looking to recruit a principal hydraulic civil engineer to join our growing environmentally focussed civil engineering design team. The successful candidate will work on a variety of interesting and exciting projects, including fish passes, eel passes, river restoration projects, fish screens and natural flood management schemes for a wide client base that includes government agencies, water utility companies, wildlife and river trusts and private clients. APEM’s engineering projects extend from initial site assessments and feasibility studies, through to full detailed design. This role will provide the opportunity to work alongside APEM’s industry-renowned aquatic and environmental scientists on challenging and rewarding projects and will enable the successful candidate to bring significant benefits to the aquatic environment and river habitats across the British Isles.

As a Principal Engineer you will have a proven track record of working on civil engineering and hydraulic design projects in the aquatic environment, with a sound understanding of the complexities and challenges associated with the design and construction of in-river schemes. This will enable you to lead or undertake projects at all stages, from initial option identification and appraisal, through to detailed design.

**What success looks like in this role**

Success in this role will mean exposure to a wide and exciting range of environmental and civil engineering design and appraisal projects, in which you will develop technically and have the opportunity to demonstrate and grow your commercial and management skills. These will include project management, tendering and client-facing capabilities, supported throughout by APEM’s highly experienced team of multi-disciplinary consultancy professionals.

**Key Responsibilities**

* Design of in-river civil engineering and hydraulic design projects at concept, outline and detailed design stage.
* Identify and critically appraise options to assist clients in identifying the right solution for their needs, including the writing of persuasive reports.
* Project managing a range of projects, ensuring projects meet or exceed the Client’s satisfaction and are delivered on time and to budget.
* Client management, successfully developing, maintaining and managing internal and external stakeholder relationships.
* Inputting to or producing tenders that demonstrate APEM’s expertise and result in the successful award of new projects.
* Working closely with staff across all grades and across related teams, including assisting with the development of graduate engineering staff.

**Skills/Knowledge/Experience/Qualifications**

**Essential**

* Hold a relevant BEng or MEng degree.
* Experience of working in a commercial consulting environment, including the engineering design of in-river projects.
* Application of the CDM regulations including actively identifying and mitigating risks during design.
* A proven ability to lead and deliver projects and manage/work with internal and external specialist staff or subconsultants.
* Ability to lead projects and manage clients across a range of projects.
* Ability to produce and review tenders/proposals that demonstrate cost-effective quality and expertise.
* Excellent verbal and written communication and report writing skills.
* Hold chartered engineer status with ICE or CIWEM, or be working towards achieving this.
* A track record in, or aspirations for, continuing professional development and supporting the development and management of junior staff.

**Desirable**

* Previous design experience will ideally include the design of fish/eel passes or the engineering design of river restoration schemes. Experience in designing flood risk management schemes may also demonstrate related skills.
* Exposure to, or experience of undertaking 1D or 2D hydraulic modelling of river systems would be advantageous.
* Full driving license.

**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.**