**Job Description – Freshwater Laboratory Scientist**

**Role title: Freshwater Laboratory Scientist**

**Reports to: Technical Specialist/Assistant Lab Manager**

**Grade: Graduate/Scientist /Senior Scientist**

**Sector: Biolabs & Surveys**

**Division: Biolabs Freshwater & Phyto**

**Purpose / Scope of role**

APEM Biolabs are seeking a skilled and dedicated Freshwater Scientist, ideally specialising in freshwater macroinvertebrates, to join our team. Our analysts play a crucial role in assessing the health and ecological integrity of freshwater 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 abstraction and drought permits to water quality and pollution assessments. 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 us, or as is often the case they are collected by APEM staff, including the BioLabs team. The specification of analyses provided is tailored to the needs of the project, with flexibility being one of our strongest priorities. APEM BioLabs 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 role is open as either a Freshwater Laboratory Scientist or Senior Freshwater Laboratory Scientist depending on skills and experience.

As a BioLabs Freshwater Scientist you will be analysing and processing macroinvertebrate samples to APEM’s industry leading standards. You will hold a BSc in a relevant subject and will have good foundation in the analysis of the main macroinvertebrate groups to at least family level. You will develop to become an expert in your field, with opportunities to participate in field work, data analysis and reporting. You will have a genuine interest in freshwater invertebrates and aptitude to develop your taxonomic skills which might include a group specialism. Whilst previous experience of biological sample collection would be advantageous, opportunities also exist to gain experience with our highly skilled field teams.

**Key Responsibilities**

* Sort and identify macroinvertebrate samples to the required taxonomic level and to standard operating procedures.
* Data entry
* Consistently pass the AQC criteria for family and species samples.
* Ensure timely and efficient analysis of samples according to APEM procedures and client requirements.
* Undertake field surveys when required.
* Be involved in writing technical reports/procedures where appropriate.
* Comply with health, safety, quality and environmental requirements and standards.
* Comply with APEM procedures within the laboratory.
* Comply with national and international standards and legislation during laboratory operations.
* 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** -

* Previous experience of identifying macroinvertebrates from different habitats and regions of the UK.
* Ability to work to tight deadlines
* An understanding of other types of aquatic biological analysis (such as phytoplankton, zooplankton, marine/estuarine macroinvertebrates or diatoms)
* A general knowledge of aquatic ecology

**Desirable** -

* Extensive experience in the identification of macroinvertebrates to mixed taxon/species level
* Additional expertise in the identification of specialist macroinvertebrate groups such as damselflies, dragonflies and INNS species
* Previous experience of working under an Analytic Quality Control (AQC) system.
* Experience of training staff
* An understanding of the Water Framework Directive methodologies

**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.**