**Job Description**

**Role title: Principal Marine Fish/Shellfish Ecology Consultant**

**Reports to:** Angie De Burgh, Associate Director, Head of Marine Ecology

**Grade:**  Principal Consultant

**Sector:** Marine Infrastructure Services

**Division:** Marine Science

**Team:** GoBe Consultants Marine Ecology

**Purpose / Scope of role**

GoBe Consultants Ltd is an innovative and dynamic environmental and planning consultancy, who specialise in providing high quality, environmental and planning advice to blue chip companies with a particular focus on the offshore wind development sector, as well as wider coastal projects. We also undertake research for government and government agencies, both in the UK and abroad, including the provision of high quality strategic and specialist consultancy across the full range of project phases (from site bid / feasibility, through consenting, and for NSIPs during examination and post consent compliance). The marine ecology team is multi-specialist: organising and analysing survey data for benthic and fish ecology in intertidal and offshore environments, coupled with delivery of expert advice and interpretation. The team uses robust science to find solutions for both the private and public sectors. Our work spans the full range of project phases from site selection and feasibility, through the EIA and consenting process, post consent, project execution and decommissioning phases). Our client portfolio includes private developers of varying scale and across varied sectors including offshore wind, major infrastructure; as well as supporting regulators and SNCBs, both through collecting or analysing data, or designing best practice, as well as working with a variety of other interests across the UK and Ireland.

We are specifically looking for a candidate with a background in marine fish ecology and under water noise, with experience in managing teams/workflows, who can apply their expertise and understanding of the interaction of development (particularly offshore wind projects) with marine ecology, provide support in advising on fish mitigation and help expand our technical offering to our clients.

**What success looks like in this role**

As Principal Consultant you will work closely with the Associate Director of Marine Ecology and other team Principal(s), focused on management of the fish and shellfish workstreams, supporting the GoBe projects and also potentially broader Marine Science/APEM Group projects. You may have line management responsibilities and work closely with the other Principal Consultants within both, Marine Science, GoBe Project Delivery Team and wider APEM Group representatives. You will apply your expertise and understanding of marine fish to support a growing team, working to develop solution focused services to our clients and managing resources within the team.

You will hold prime position in contribution to a centre of excellence for marine ecology services, setting high standards and ensuring timely delivery of technical quality throughout the projects you are engaged in. You would become a trusted advisor for clients and stakeholders seeking technical advice for projects, as well as a mentor and guide for junior staff across the sector and related teams.

**Key Responsibilities**

* Lead marine fish and shellfish ecology related workstreams
* Provide technical fish and shellfish ecology advice and strategic direction to our existing clients and projects
* Contribute to and/or lead on stakeholder liaison
* Provide specialist input and advice on the interaction of project development on the receiving benthic, epibenthic and intertidal environment as part of the wider EIA and HRA work to ensure regulatory compliance.
* To plan and manage project workloads, leading related workstreams including delivering assessment and input into the EIA and HRA process for offshore wind developments.
* To work closely with others within Marine Science to expand the business across the UK, Europe and worldwide.
* To lead and mentor a team of consultants and senior consultants to produce timely, accurate and high-quality products and services.
* To be responsible for the output of the relevant specialist workflow into wider marine ecology 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.
* Project management and directorship of varied scale projects with multidisciplinary teams based in various locations.
* Client management, successfully developing, maintaining and managing internal and external stakeholder relationships.
* To attend and present at appropriate business development events including networking events and conferences.
* 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**

* Educated to at least degree level (preferably MSc) in a relevant discipline (Marine Biology, Marine Sciences, etc.)
* Excellent written and oral communication, organisational and time management skills
* A professional manner with strong inter-personal skills and an ability to communicate at all levels
* Established track record on provision of marine fish and shellfish ecological advice, derived from a relevant career in consultancy, research or working for government
* Working knowledge of the technical assessments underpinning marine fish and shellfish ecology work (e.g. survey specification & interpretation, sensitivity of ecological habitats, ecological consequences of changes to physical processes / generation of underwater noise etc.), ideally related to offshore wind farm development
* Project delivery experience within wider programmes, input to large, high profile or complex projects.
* To be able to review reports and project documents to ensure that they meet the highest technical standards, and the clients aims and objectives.
* Resource management for workflows or people

**Desirable**

* Experience in major infrastructure projects (renewables, ports and harbours, cables)
* Experience in commercial fisheries EIA
* Experience in habitat restoration and enhancement projects
* Experience of working within the planning process, and ideally in England, Wales, Scotland, Northern Ireland, and the Republic of Ireland; and
* Experience working with regulators and stakeholders

**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.**