**Job Description – Senior Freshwater Macroinvertebrate Laboratory Scientist**

**Role title: Senior Freshwater Macroinvertebrate Laboratory Scientist**

**Reports to: Laboratory Manager/Assistant Laboratory Manager**

**Grade: Senior**

**Sector: Biolabs & Surveys**

**Division: Biolabs Freshwater & Phyto**

**Purpose / Scope of role**

APEM Biolabs are seeking a skilled, fully competent and dedicated Senior Freshwater Scientist, 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. This position is available for the right candidate at APEM BioLabs locations in Stockport, Edinburgh and Letchworth.

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**

Success in this role means becoming a recognised expert in freshwater macroinvertebrates across all aquatic habitats in the UK and Ireland, with occasional samples from further afield, including Norway. As a Senior Freshwater Laboratory Scientist (or above), you will play a key role in delivering APEM’s industry-leading standards in macroinvertebrate analysis and processing.

You will build on your existing experience and qualifications (BSc or higher in a relevant subject, with several years of taxonomic expertise) to deepen your specialism—potentially focusing on challenging taxonomic groups or working towards a protected species licence. Your growing expertise will open doors to client-facing opportunities, project management roles, and mentoring junior staff.

Success also means contributing to the wider BioLabs team through:

* **High-quality sample analysis** and species-level identifications.
* **Fieldwork opportunities** across diverse freshwater environments.
* **Data interpretation and reporting**, supporting evidence-based environmental assessments.
* **Leadership and collaboration**, including line management and training responsibilities.

This role offers a clear pathway to becoming a specialist in your field, with the chance to shape projects, influence best practices, and represent APEM in external engagements.

**Key Responsibilities**

* Sort and identify macroinvertebrate samples to the required taxonomic level and to standard operating procedures.
* Supervision and training of junior staff members
* 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 tenders/technical reports/procedures where appropriate.
* Comply with health, safety, quality and environmental requirements and standards.
* Comply with APEM procedures within the laboratory.
* 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** -

* At least 5 years’ experience of identifying freshwater macroinvertebrates from different habitats and regions of the UK
* An excellent AQC record
* Ability to time manage and work to tight deadlines
* An understanding of other types of aquatic biological analysis (such as phytoplankton, zooplankton, or diatoms)
* A high level of understanding of aquatic ecology and the UK water industry

**Desirable** -

* Extensive experience in the identification of macroinvertebrates to mixed taxon/species level
* Specialist in the identification of specialist macroinvertebrate groups such as damselflies, dragonflies and INNS species
* Experience of live bankside analysis
* Experience of training staff
* An understanding of the Water Framework Directive methodologies
* Experience of input into business case proposals and tendering procedures

**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.**