**Job Description**

**Role title: Divisional Director – Head of Marine Science**

**Reports to: Sector Director**

**Grade: Director**

**Sector:** **Marine Infrastructure Services**

**Division: Marine Science**

**Purpose / Scope of role**

A world class environmental consultancy, The APEM Group possesses a unique blend of high standard capabilities that allow the business to operate alongside large multidisciplinary consultants and for international corporations and governments; by maintaining trusted relationships with our clients and offering agile consulting solutions to solve complex challenges.

We are a high growth business, fuelled both organically and through acquisition, and becoming international. This role is part of the global APEM Group leadership team, building sustainable success through a high-performance culture, robust operations, applied market insight and progressive excellence.

Our Marine Science division comprises our specialist technical teams currently including physical processes, benthic ecology, marine fish, commercial fisheries, marine ornithology and marine mammals. They support clients requiring planning and EIA services particularly of large infrastructure projects, such as offshore wind farms. They work predominately with industry clients but also with Government, regulators and academics to ensure our advice is based on the best available scientific evidence. In 2024, the team helped submit applications for seven renewable energy projects in the UK and Ireland with a generating capacity of over 10GW when operational.

The primary accountabilities for this role pertain to the efficient and effective operation of the business within the annual sector/divisional plan

* Leading commercial performance
* Developing and delivering a strategic plan for the division including supporting internal clients within the Group and external partners based around commercial and growth KPIs
* Working with APEM colleagues to lead the commercial growth of the Marine Science division services and market areas, guided by market opportunities and the wider APEM strategy for growth.
* Leading operational performance and the planned growth of the team

**What success looks like in this role**

This is an opportunity to take a leadership position in one of the largest and most rapidly growing marine environmental consultancy teams in the UK and Europe. APEM has over 250 marine environmental consultants as part of its 800 staff. The Marine Science Division is home to our core marine technical disciplines who provide expertise and technical impact assessment services to a range of marine development projects from offshore wind, marine energy, ports and harbour projects and other marine developments.

The successful candidate will provide the commercial, strategic and operational leadership to this diverse group of 80 staff. Our aim to provide high quality, competitive services to both the projects that APEM are leading and also to act as the go-to marine environmental technical service provider to other consultancies and developers seeking to utilise the strength and depth of our technical ability.

The APEM group is growing strongly into new markets such as Australia and APAC, we are growing headcount organically and through acquisition. It is essential that we have clear leadership in the Marine Science Division from a talented Divisional Director with a background in marine science or marine environmental consultancy and a proven track record in providing successful leadership delivering strategic growth, commercial success and building cohesive and collaborative teams.

Leadership will result in a team that is resourced and structured to deliver with resilience through work design and bench strength. Also, the team will be collectively ambitious, high trust and aligned around Divisional, Sector and Group goals.

This a role within a wider business leadership team, so Group-wide success will come from collaborating across the Divisional Director cohort to support our clients, unlock opportunities and bring to life our vision, mission and strategic plan through Group cohesion. The role will report to the Sector Director of Marine Infrastructure Services.

**Key Responsibilities**

**Growth**

* Drive achievement of Marine Science growth plans, in partnership with Sector Director, Commercial Finance Lead Partners and technical team leads.
* Develop new service lines within the division understanding what might be required to support growth in new industry sectors.
* Support the management of strategic accounts to develop trusted relationships and long-term customer lifetime value.
* Establish and maintain relevant strategic partnerships and alliances.
* Support the Sector Director, Commercial Finance Lead, and Project Support Team Lead with regards to annual budgeting, monthly finance reporting and general management of commercial health of projects.
* Identify and deliver on opportunities to enhance quality of services to meet client expectations and create client value.
* Pro-actively maintain a full knowledge of the evolving capabilities across the Group in order to identify and capitalising on opportunities for cross-sell and cross-team collaboration.
* Support/input to budgeting, forecasting, and financial analysis, in partnership with the Sector Director and Commercial Finance Lead.
* Partnering with the Business Development Manager to enhance both organic and targeted BD and cross-sell capability and activity within the team.
* Lead technical inputs to the tendering process, working with APEM Tenders team.

**Governance**

* Identify opportunities for operational cost optimisation.
* Take reasonable care for the safety and wellbeing 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 mandated training and ensure its completion across your teams.

**Operational Excellence**

* To review existing practise and working with colleagues, develop and refine an appropriate commercial, operational and QA systems for the Division
* Provide strategic leadership around multiple proposals, in particular providing leadership on the winning commercial strategy to deploy across Marine Science
* Ensure there are systems to manage commercial hygiene standards across projects and internal processes. Delivering well-costed projects efficiently to ensure projected results are delivered is a key metric
* Responsible for directing multiple projects simultaneously, ensuring change control, reporting of issues and that client requirements and deadlines are met within allocated budget.
* Implement and maintain best practices to drive productivity and commercial health within the division.

**Building a High Performing culture**

* Work with the Sector Director to lead the divisional leadership team inclusively and collaboratively, using feedback and coaching to drive performance and capability development.
* Actively manage large, multi-disciplinary teams through transparent communication, clear goal setting, prompt conflict resolution, empowerment of others through delegation and fostering a continuous learning and development culture. In leading a diverse group of people and expertise you can demonstrate the impact of effective leadership behaviours and people practice on business outcomes and retention of valued colleagues
* Be part of the development and delivery of long-term people plans to include engagement, behaviours, organisational development, succession and skills building, in partnership with the APEM business support team.
* Act as an advocate for APEM group, building alliances internally and externally to leverage skills and expertise that enable high performance and people development.
* Ensure People Plans are primarily aligned with our long- term strategy and goals, demonstrating agility of thought and the ability to re-pivot or make tactical interventions if needed.
* Use data, insight and calibration to underpin objective decision-making.

**General**

* Carry out any additional activities that may be reasonably required or requested.
* Maintain your knowledge of relevant industry and business updates.
* Role model professional and other expected behavioural standards.

**Skills/Knowledge/Experience/Qualifications**

**Essential**

* Significant experience working within an environmental consultancy, ideally with a marine science focus
* Leadership of a growing and dynamic business area, track record in delivering complex projects through others
* Proven ability to deliver high quality consultancy services within budget and to a high scientific/ quality standard.
* Knowledge & experience of project delivery cycle including commercial aspects of project tendering and delivery.
* Experience and a strong understanding of the dynamics of the marine development markets in which your specialist service operates.
* Able to understand operational challenges and provide input to commercially sound decisions.
* Experience of a range of people and performance management activities.  
  Excellent communication abilities, both written and oral
* Strong collaboration skills, demonstrable experience of delivering more for clients by involving departments outside of your own
* Proven capability of leading the performance and developing others.
* Experience in driving successful change initiatives through a team.

**Desirable**

* Member of relevant chartered institution or professional body.
* Qualified at a post-graduate level in relevant field.
* Established network in the market.
* Basic understanding and interpretation of a P&L.
* Experience in a high growth and of high change environment.
* Experience of supporting the integration of acquired businesses.

**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.**