**Job Description**

**Role title: Senior Consultant – Hydroecology**

**Reports to: Principal Consultant**

**Grade: Senior**

**Team: Hydroecology**

**Location: Flexible**

**Sector: Water**

**Division:** **Water Science**

**Purpose / Scope of role**

Freshwater biology has been established as an area of APEM expertise for many years. The Water Science division delivers cutting-edge collection, analysis and interpretation of freshwater hydro-ecology data. We are passionate about using hydro-ecological data to provide our clients with evidence-based solutions. We find innovative ways to tackle environmental challenges with a particular focus on balancing environmental and anthropogenic needs for water.

The purpose of the role is to provide hydro-ecological consultancy services to clients; dealing with all aspects of the consultancy process from bringing in new projects through to production of high-quality scientific report outputs. From working directly with a client, designing monitoring and mitigation plans, carrying out or directing survey work, completing data analysis, and authoring the report including outcomes and recommendations, you will have the opportunity to learn about every stage of the work programme.

Typical projects are driven by the requirements of the Water Framework Directive and the Habitats Directive. Typical clients include the UK environment and conservation agencies, the water and energy industries and infrastructure developers.

**What success looks like in this role**

Through mastering this role, you will be able to deal confidently and professionally with clients, meeting quality, budgetary and time constraints for project delivery. You will work collaboratively as part of a team of aquatic scientists with cross-cutting expertise in freshwater ecology, hydrology, invasive non-native species, water quality, environmental management, and data analytics.

Over time you will be able to lead and provide senior level freshwater ecology technical input to a wide range of projects, delivering large scale environmental monitoring programmes, data analysis and technical reports.

**Key Responsibilities**

* Support and lead on environmental assessments related to freshwater ecology, such as assessing the environmental risks of water abstraction.
* Agreement of freshwater ecology monitoring requirements with regulators such as the Environment Agency, Natural England, SEPA and local authorities.
* Production of freshwater ecology monitoring and mitigation plans.
* Analysis and interpretation of freshwater ecology data including macroinvertebrates, macrophytes and diatoms.
* Drafting of interpretive reports with clear recommendations to meet project/client requirements.
* Survey work – carrying out and/ or coordinating freshwater ecology monitoring (e.g. macroinvertebrates, macrophytes and/or diatoms) in a range of freshwater habitats (rivers, reservoirs, lakes, ponds, canals).
* To manage and deliver project work on time, within budget and to high technical quality.
* Input into aspects of tender/ proposal preparation including costing and writing of technical sections.
* Client liaison, including site visits as required, alongside more senior staff when required to support your development.
* To provide mentoring, support and guidance to other freshwater staff.
* 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.
* To carry out any additional activities that may be reasonably required or requested.

**Skills/Knowledge/Experience/Qualifications**

**Essential** -

* BSc or MSc degree in a relevant subject.
* Practical experience in, and understanding of, freshwater environmental work.
* 3+ years relevant work experience.
* Knowledge of policy, legislation and issues relating to freshwater ecosystems or water resources.
* Excellent communication and report writing skills.
* Excellent numerical skills and attention to detail.
* Proven ability to support the delivery of project work on time and within budget.
* Experience in delivering projects within commercial consultancy, water industry or environmental regulatory environment.

**Desirable** -

* A valid driving licence.
* Experience of mentoring of junior staff.
* Tender/ proposal writing experience.
* Experience of managing subcontractors.
* Experience with stakeholder engagement.
* Experience with preparing and approving Risk Assessment and Method Statements (RAMS)
* GIS capability - ArcGIS or QGIS
* Membership of a relevant professional body or working towards this.

**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.**