Job Description

# Role title: Senior Fisheries Consultant

# Reports to: Fisheries Principal Grade: Senior

# Division: Water Management

**Sector: Water**

**Purpose / Scope of role**

An exciting opportunity has arisen to join APEM’s nationwide Freshwater Fisheries team, working within a team of aquatic scientists with cross-cutting expertise in fisheries science, surveys, and wider aquatic ecology. The team delivers a wide range of services including fish surveys, habitat evaluations, mitigation, and fisheries impact and risk assessments. They assess fish responses to hydrological, water quality, and infrastructure changes, and carry out regulatory assessments such as HRA, EIA, and WFD, as well as fish and eel passage and screening investigations. Their depth of experience in fish survey and monitoring spans from electric-fishing, netting, and tagging, to specific surveys for protected and conservation species like pearl mussel, bullhead and lamprey.

Your focus will be on (but not limited to) supporting environment / conservation agencies, as well as clients representing the water, energy and related industries. Central to the role is to protect and enhance freshwater fisheries and the wider aquatic environment, whilst playing a key part in enabling responsible development, ensuring progress goes hand-in-hand with environmental stewardship.

As a Senior, you’ll combine your fisheries expertise with consultancy skills — shaping projects, our science and how we do things, from tender through to high-quality delivery, mentoring others, and strengthening client relationships. This is your chance to influence how fisheries science informs real-world decisions, while helping APEM grow its portfolio and reputation.

**What success looks like in this role**

Success in this role means stepping up as both a technical expert and a trusted consultant. You’ll:

* **Lead by example** — mentoring and reviewing the work of consultants, helping them grow in their careers.
* **Be recognised for your fisheries expertise** — colleagues and clients alike will see you as a go-to source of insight.
* **Take ownership of projects** — from inputting into tenders and designing desk and field based methodologies, to delivering robust, client-ready outputs.
* **Engage with clients confidently** — contributing to meetings, site visits and discussions that shape project outcomes.
* **Spot opportunities** — identifying ways to add value for clients and to help APEM develop and expand its fisheries services.

Over time, you’ll be known not just for excellent science, but also for the trusted relationships and leadership you bring to the team.

**Key Responsibilities**

* Collaborating on a diverse range of fisheries and multidisciplinary projects across the UK.
* Leading on elements of tender preparation, including technical input and costings.
* Managing projects to ensure delivery on time, to budget, and to APEM’s quality standards.
* Producing clear, insightful reports and reviewing the work of colleagues.
* Building client relationships, including representing APEM at meetings and on-site.
* Mentoring and supporting consultant-level scientists to help develop their skills.
* Undertaking project-specific survey and fieldwork as required. This will include the planning, design, and delivery of innovative and bespoke fisheries surveys.
* Identifying follow-up work and new opportunities to help grow APEM’s fisheries portfolio.
* Consistently delivering high-quality work, even under tight deadlines.
* Taking on additional activities as needed, showing flexibility and initiative.

**Skills / Knowledge / Experience / Qualifications**

**Essential:**

* At least 3–4 years’ relevant work experience.
* Strong knowledge across fisheries science and related aquatic disciplines.
* Excellent written and verbal communication skills, with the ability to engage confidently with colleagues and clients.
* Solid organisational and project management skills.

**Desirable:**

* Professional accreditation or working towards it.
* Experience in tender preparation and technical report writing.
* Experience of direct client engagement and relationship building.
* Experience (including relevant qualifications) and / or knowledge of field-based fisheries surveys.

# 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.**