Job Description

# Role title: Principal – Freshwater Fisheries

# Reports to: Associate Director

**Grade: Principal**

**Sector: Water**

**Division: Physical Aquatic**

**Purpose / Scope of role**

A Principal Freshwater Fisheries Scientist will work within a team of aquatic scientists with cross-cutting expertise in fisheries science, hydromorphology, river restoration, environmental appraisals and water quality to deliver a range of projects for statutory bodies, the water and energy industries, infrastructure and supporting services; unified by the theme of protecting the aquatic environment, whilst aiding development to take place where appropriate.

The purpose of the role is to work closely with the Associate Director and other Principals to expand the aquatic consultancy team, influencing and shaping current work streams, and expanding the current customer base across the UK as well as the skillset offered by the team. To secure and manage a wide range of fisheries consultancy projects.

# What success looks like in this role

In the first six months you will be managing and delivering a range of existing fisheries projects, involving field surveys and consultancy work. You will be engaging in the sales and marketing activity of the fisheries team and involved in all aspects of tender preparation.

In 12 months you will be managing your own portfolio of projects, including with multiple teams, across different locations. You will have line management of a team of consultants and have responsibility for quality of the work delivered by the team. You will be a technical lead for fisheries ecology, providing expertise, advice and guidance to colleagues and clients. You will be developing your own client network and actively winning new work.

# Key Responsibilities

* To work closely with the Associate Director and Principals to expand the fisheries project portfolio.
* To lead and mentor a team of consultants to produce timely, accurate and high-quality reports through the provision of constructive feedback and coaching where required.
* To be responsible for ensuring that all output is delivered; in line with timescales agreed with the client, within budget and to the highest technical quality.
* To be involved in aspects of tender preparation including writing proposals, setting budgets, programmes and scope both alone, with other internal teams and in partnership with external organisations.
* Project management of 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.
* Business development, including maintaining and extending relationships with existing clients as well as securing and managing new work.
* 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.
* Complete mandatory health and safety training modules and any that are specific to your role.

# Skills/Knowledge/Experience/Qualifications Essential -

* A professional track record in fisheries ecology and ecological assessment.
* Excellent understanding of fisheries ecology and assessment with relevant commercial awareness.
* Detailed knowledge and understanding of policy/legislation relevant to fisheries ecology monitoring and assessment.
* Prior experience in organising and coordinating fisheries surveys and the ability to mentor/guide others.

# 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.**