**Job Description**

**Role title: Principal Ecologist**

**Reports to: Divisional Director**

**Grade: Principal**

**Sector: Land**

**Division:** **Terrestrial Ecology UK**

**Purpose / Scope of role**

A Principal Terrestrial Ecology Consultant will work within the terrestrial ecology division to deliver a range of projects for our clients including the UK environment / conservation agencies, wider development clients and the water and energy industries and supporting services; unified by the theme of protecting the environment, whilst aiding development to take place where appropriate.

The purpose of the role is to work closely with the management team and the wider terrestrial ecology team once established to expand the terrestrial consultancy team, influencing and shaping current work streams, and expanding the current customer base across the UK as well as the current skillset offered by the wider consultancy team.

By joining APEM Ltd you will be working within an experienced team of both terrestrial and aquatic scientists who deliver a wide variety of projects across the UK for environment and conservation agencies, water industries, energy industries and supporting services, amongst others. You will have the opportunity to work with cross-cutting expertise, not only in the terrestrial sector, but in fisheries science, hydrology, hydro/geomorphology, and water quality sectors*.*

**What success looks like in this role**

It is anticipated that this role will be a key team leader for Scotland developing over 3 years. The role will include managing a team of between 5-15 ecologists delivering projects on time and budget and acting as a mentor to junior staff. You will be part of the senior management team within the UK terrestrial ecology division feeding into strategic decision making.

**Key Responsibilities**

* To work closely with the Principals, Associate and Divisional Directors to expand the business across the UK.
* To work closely with the Principals, Associate and Divisional Directors to set and deliver the business strategies for the terrestrial ecology team.
* To lead and mentor a team of consultants and senior consultants to produce timely, accurate and high-quality reports.
* To be responsible for part of the output of the wider consultancy team, reviewing and signing off reports, providing constructive feedback and coaching where required in order to achieve this.
* To be responsible for ensuring that all output is delivered to the highest standard, 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 a range of projects with potentially 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** -

* Up to date knowledge of EU and UK legislation pertaining to ecology and environmental issues, as well as Ecological Impact Assessment (EcIA), Ecological Impact Assessments and planning regulations.
* Demonstrable project experience in both Scotland and ideally England
* Experience of undertaking survey work including leading protected species surveys and mitigation projects.
* A track record in, or aspirations for, continuing professional development and supporting the development/ management of junior ecologists.
* Proven experience of expanding and managing a terrestrial ecology portfolio within a consultancy setting and to represent it external stakeholders.
* Experience of providing authoritative ecological advice and innovative mitigation solutions/enhancement considerations across a range of sites and schemes with varying levels of environmental and ecological sensitivities.

**Desirable** -

* Have a proven work winning track record, experience of preparing bids and tenders and generating new business opportunities.
* Full membership of CIEEM (or to have eligibility if not currently held)
* Hold at least one protected species licence (alternatively an experienced botanist FISC level 4 or above)
* Have experience of leading and motivating a team

**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.**