Job Description

# Role title: Freshwater Fisheries Consultant Reports to: Senior Consultant

# Grade: Consultant

**Sector: Water Management**

**Purpose / Scope of role**

An exciting opportunity has arisen to join APEM’s Freshwater Fisheries team in Scotland, working within a team of aquatic scientists with cross-cutting expertise in fisheries science, hydrology and wider aquatic ecology.

Based in Scotland, but part of the dynamic UK-wide team, the purpose of the role is to provide expert aquatic science consultancy services. Your focus will be on (but not limited to) supporting Scottish 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.

# What success looks like in this role

As you grow in this role, you will further develop your expertise in freshwater fisheries ecology, mastering key technical survey methodologies, and understanding the guidance and legislation that shapes our data analysis and reporting. Over time you will gain the confidence and competence to independently manage data processing and reporting tasks, whilst also becoming skilled in a range of freshwater fisheries survey techniques. Working closely with Senior and Principal consultants, you will gain exposure to technical client meetings and play an active role in project delivery.

# Key Responsibilities

* Collaborating on a diverse range of fisheries-focused and multidisciplinary projects across the UK.
* Building client relationships, including undertaking site visits when necessary, to ensure seamless project delivery..
* To carry out exciting and varied project-specific survey work as required.
* Representing APEM confidently, articulating our goals and objectives with clarity and enthusiasm
* Completing thorough Risk Assessments and Method Statements to ensure safety and compliance across our work.
* Analysing data and producing clear, insightful reports that drive decision-making and project success.
* Supporting tender preparation, helping APEM grow its portfolio and client base.
* Consistently delivering high quality work, even under tight time and cost constraints.
* Taking on additional activities as needed, demonstrating flexibility and a proactive approach to support team success.

# Skills/Knowledge/Experience/Qualifications

# Essential:

* + At least 1-year relevant work experience, with a sound understanding of Scottish legislation and regulations applicable to freshwater fish (including migratory species).
  + To be able to talk knowledgeably and passionately about a range of subjects within the field of freshwater fisheries.

# Desirable:

* Professional accreditation or working towards this.
* Proposal writing (including budgeting / costing exercises) and report writing experience.
* Client engagement experience.
* Experience of relevant and / or transferable survey techniques with regard to freshwater fish.

# 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.**