**Position Description**

**Role title: Service Line Leader - Biodiversity Offsets**

**Reports to: Associate Director – Ecology & Offsets**

**Grade: Principal or Senior Principal Depending on Experience.**

**Purpose / Scope of role**

At Attexo, we’re excited to be playing a key role in enabling Australia’s energy transition. Every day, our team are contributing to outstanding outcomes on some of the country’s highest profile renewable energy projects including wind farms, grid scale batteries, pumped hydro schemes, solar farms and hydrogen production and transportation projects.

Attexo recently joined APEM Group, an independent, global environmental consultancy with a growing presence in Australia. Joining APEM Group significantly increases our ability to service our clients and provides new career opportunities for our team.

On the back of our continued success and a strong backlog of upcoming projects, we are seeking to appoint a dynamic and experienced Service Line Leader - Biodiversity Offsets. In this role you will be part of Attexo’s Management Team and responsible for leading Attexo’s service offering in the Biodiversity Offsets sector.

**What success looks like in this role**

The Service Line Leader-Biodiversity Offsets will provide technical leadership, manage client relationships, and drive the growth and development of our biodiversity offset services. This role requires a strategic thinker with a deep understanding of biodiversity offset principles, regulatory frameworks, and market trends.

You will ensure that Attexo is positioned as a market leader in the delivery of biodiversity offset programs with a reputation for influencing government policy and regulation and delivering innovative project solutions that achieve net positive environmental outcomes.

**Key Responsibilities**

* Leadership: Provide strategic direction and leadership to our offsets service offering, fostering a collaborative and high-performance culture.
* Project Management: Oversee the planning, execution, and delivery of biodiversity offset projects, ensuring they meet client expectations, regulatory requirements, and budget constraints.
* Technical Expertise: Provide expert guidance on biodiversity offset strategies, ecological assessments, and offset management plans. Stay abreast of the latest research, tools, and methodologies in the field and demonstrate market leadership.
* Stakeholder Engagement: Engage with regulators and other industry stakeholders to advocate for best practices in biodiversity offsets and sustainable development.
* Team Development: Mentor and develop team members, providing opportunities for professional growth and skill enhancement.

**Skills/Knowledge/Experience/Qualifications**

**Essential** -

* Degree in Environmental Science, Ecology, Biology, or a related field.
* Minimum of 10 years of experience in biodiversity offsets, ecology, environmental consulting, or a related discipline, with at least 5 years in a leadership role.
* Experience in designing and implementing biodiversity offset strategies and management plans under the Environmental Offsets Act 2014 (Qld) and Environment Protection and Biodiversity Conservation Act 1999 (Cwth) and associated guidelines and policies.
* Strong understanding of biodiversity offset principles, frameworks, and market mechanisms.

**Desirable** -

* Leadership and team management experience, with a track record of building and motivating successful teams.
* Proven ability to manage complex projects and deliver high-quality outcomes.
* Excellent business development and client relationship management skills.
* Exceptional communication and interpersonal skills, with the ability to engage and influence diverse stakeholders. Excellent analytical and problem-solving skills, with the ability to interpret complex data and provide actionable recommendations.
* A strong passion for renewable energy and a commitment to sustainable development practices.

**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:

Impactful: Making a difference is central to our work. Collectively, the individual efforts of our team, have a meaningful impact on the outcomes achieved for our clients, communities and the environment.

Innovative: We encourage and nurture new thinking and challenge the status quo. We are flexible in our approach and encourage our teams to work collaboratively towards creative solutions

Responsive**:** We listen and are actively invested in solving the challenges encountered in delivering projects. We take accountability for the quality of our work and have pride in the value that it creates.

Attexo provides a flexible working environment and encourages applications from diverse backgrounds. Our team benefit from access to a range of great benefits including individual health and wellbeing allowances, professional development support and service based additional leave entitlements.

Additionally, you will have the chance to work in a supportive and inclusive environment that fosters personal growth and the opportunity to contribute to the successful delivery of projects that are changing Australia's energy landscape.