**Job Description**

**Role title: Associate Director- Hydroecology**

**Reports to: Divisional Director**

**Grade: Associate Director**

**Sector: Water**

**Division:** **Water Science**

**Purpose / Scope of role**

Aquatic ecology has been established as an area of APEM expertise for many years. The Water Science division delivers cutting-edge collection, analysis and interpretation of freshwater hydro-ecology data. We are passionate about using hydro-ecological data to provide our clients with evidence-based solutions. We find innovative ways to tackle environmental challenges with a particular focus on balancing environmental and anthropogenic needs for water.

As an Associate Director within Water Science you will be part of the APEM senior management team, working within a team of aquatic scientists with cross-cutting expertise in aquatic ecology, fisheries science, hydrology, hydro/geomorphology, and water quality.

You and your team will be responsible for winning and delivering a range of projects for the UK water, sustainable infrastructure and energy industries, and their environmental regulators. You will lead and manage a team of consultants delivering high quality technical reports and work closely with the Divisional Director and other Associate Directors to expand the Water Science Division, influencing and shaping current and future work streams, and expanding our customer base and service offerings. You will work within and across a wider team of aquatic and remote sensing practitioners to deliver projects across the UK.

**What success looks like in this role**

We are looking for someone with excellent technical skills, a strong network of contacts and a passion for growing and securing new business opportunities. You will use your track record in developing, maintaining and managing internal and external relationships to expand existing services, develop new services and secure new clients. You will be passionate about collaborating with others and sharing your knowledge with your team, leading and coaching them within a culture of continuous improvement and development.

Through mastering this role you will be able to deal confidently and professionally with clients, meeting quality, budgetary and time constraints across large programmes of work. You will mentor and coach your team members to develop and succeed in their roles. You will work collaboratively as part of the senior management team to drive forwards APEM's goals, working within a dynamic team of colleagues with cross-cutting expertise.

**Key Responsibilities**

**Technical Excellence**

* To be a technical lead for aquatic ecology, providing expertise, advice and guidance to colleagues and clients with extensive understanding of freshwater ecology monitoring and assessment requirements.
* To lead and mentor a team of scientists to produce timely, accurate and high-quality reports through the provision of constructive feedback and coaching where required, maintaining a culture of continuous improvement and quality assurance and seeking opportunities for innovation.
* To be responsible for ensuring that all output is delivered to client requirements. This will include final review and sign off of tenders, project documents and reports.
* To be responsible for directing tender preparation including writing proposals, setting budgets, programmes and scope both alone, with other internal teams and in partnership with external organisations.
* To be responsible for directing multiple large-scale projects simultaneously within and across teams based in various locations.
* To ensure commercial hygiene standards across projects and internal processes.

**Growth**

* To work closely with the leadership team to support setting the business strategies / growth plans for the wider division.
* To expand your team’s project portfolio in line with the business strategy and develop a thriving team that works collaboratively across the wider business.
* To successfully develop, maintain and manage positive and collaborative internal and external client and stakeholder relationships.
* To attend and present at appropriate business development events including networking events and conferences.
* To pro-actively maintain a good knowledge of the evolving capabilities across the Group to identify and capitalise on opportunities for cross-sell and cross-team collaboration.

**Building a High Performing Culture**

* Lead your team inclusively and collaboratively, using feedback and coaching to drive performance and capability development.
* Actively manage large, operational teams through transparent communication, clear goal setting, prompt conflict resolution, empowerment of others through delegation and fostering a continuous learning and development culture.
* Be part of the development and delivery of long-term people plans for your team to include employee engagement, behaviours, organisational design, succession planning, and skills building.
* Demonstrate agility of thought and the ability to re-pivot or make tactical interventions if needed.
* Use data, insight, and calibration to underpin objective decision-making.

**Governance**

* Ensure Health and Safety and all internal and external regulatory standards are maintained.
* Operate a learning approach to issues or near-misses, across a range of operational activities.
* Identify opportunities for operational cost optimisation.
* Take reasonable care for the safety and wellbeing 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 mandated training and ensure its completion across your teams.
* Work with teams to integrate compliance into operational processes.

**General**

* Carry out any additional activities that may be reasonably required or requested.
* Maintain your knowledge of relevant industry and business updates.
* Role model professional and other expected behavioural standards.

**Skills/Knowledge/Experience/Qualifications**

**Essential**

* Proven links and successful working relationships across the water environment, sustainable infrastructure or energy sectors.
* Excellent understanding of aquatic ecology, monitoring and ecological assessment and the policy/legislation relevant to the water environment, sustainable infrastructure or energy sectors.
* Proven capability of leading the performance of and developing others.
* Strong communication abilities, both written and oral.
* Proven ability to deliver high quality consultancy services within budget and to a high scientific/ quality standard.
* Knowledge and experience of project delivery cycle including commercial aspects of project tendering and delivery.
* Track record of delivery across a multiple faceted role, including data collection, consultancy services and business strategy.
* Understanding of the dynamics of the markets in which your specialist service operates.

**Desirable**

* Member of relevant chartered institution or professional body.
* Qualified at a post-graduate level in relevant field.
* Understanding and interpretation of commercial finance.
* Stakeholder management skills including experience of working with external stakeholders as well as Finance and People Business Partners, recruitment, tenders, business development and the executive leadership team.
* A ready familiarity with the services offered by the other APEM Water Sector teams.

**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.**