**Job Description**

**Role title: Principal Consultant – Water Assessments**

**Reports to: Environmental Appraisal Associate Director**

**Grade: Multiple**

**Sector: Water Environment**

**Division:** **Water Management**

Are you a skilled Environmental Consultant who specialises in the Water Environment? Do you thrive on collaborative working across technical disciplines to deliver across a wide range of project types and scales? Are you looking to continue developing your technical skills, while taking the next step into technical coordination and project management?

**Role overview**

Due to high demand for our skillset, the Water Management division within APEM Ltd is looking to expand and welcome a **Principal Environmental Consultant** to join the Environmental Appraisal team. Experience with environmental assessment, technical reporting, and as a specialist integrator of inputs from technical disciplines, including (but not limited to) water quality, hydrology/hydromorphology, flood risk, groundwater and aquatic ecology is highly desirable.

**Who are APEM Ltd?**

The team at APEM Ltd is fast growing and we pride ourselves on our commitment to scientific and client service excellence. APEM Ltd sits within APEM Group, made up of eleven entities. We are a leading global environment consultancy providing expert advice to clients in a wide range of industries including renewables, water and infrastructure.

With deep scientific and technical expertise, supplemented with a heritage of innovative solutions, our team of scientists, technical experts and consultants provide a range of marine, freshwater and terrestrial ecology consultancy services, combined with market leading geospatial service, across the world.

The Environmental Appraisal team works collaboratively across the water business, acting as technical collaborators and project delivery lead for various (freshwater and marine) water related assessments.

**Purpose / Scope of the role**

You will work alongside our team of cross-disciplinary experts, utilising your expertise to deliver a range of projects for UK environment/conservation agencies, the water, energy and infrastructure industries, and supporting services in terrestrial, estuarine and coastal environments.

You will blend the roles of technical author, co-ordinator and project manager to deliver high-quality, polished technical outputs for our clients. These outputs will include Environmental Impact Assessment (EIA) chapters (e.g. water quality EIA, sediment quality EIA, hydrology EIA chapters, fisheries EIA chapters), research reports, Water Framework Directive assessment reports. You will also have the opportunity to deliver Habitats Regulations Assessments and manage survey and monitoring programmes for our clients.

You will have technical oversight of a project’s direction managing and coordinating inputs from others (e.g. water quality inputs, hydrology/hydromorphology inputs, flood risk inputs, groundwater inputs and aquatic ecology inputs etc.).

You'll continue to hone your existing skills in report writing, tender development, data processing and analysis, and project management responsibilities (including commercial controls), as well as contributing towards tendering, marketing, sales and business development activities.

You will build on your existing experience in EIA and of working in a consultancy environment, and complement our team with your experience as demand for our skillset grows; your career aspirations will not be limited at APEM.

This is a fantastic opportunity to grow your skills, advance your career, and make a meaningful contribution to the water environment.

**What success looks like in this role**

Success in this role includes:

* You will use your technical knowledge to underpin your management of water environment projects and deliverables.
* You will promote and be a figurehead within the business for multidisciplinary assessments.
* You will interface directly with clients and manage their expectations, including maintain relationships with existing clients and seek new clients and integrated, multidisciplinary project opportunities.
* At Principal grade you will take an active role in business development activities and associated strategy. You will be encouraged to influence how we best meet our client needs in a growing and ever-changing market.
* You will communicate and coordinate across multiple disciplines, whilst working in a fast paced, scientific and evidence led environment.

**Key Responsibilities**

The main focus of the role will be the co-ordination, project management, technical input and review of projects within the Water Management sector of the business. APEM is home to a large number of specialists, covering a diverse range of technical disciplines such as water quality, hydromorphology, fisheries, hydroecology, bathymetric survey, Invasive Non-Native Species (INNS), etc, and we have a need for specialist integrators, that have the ability to coordinate projects. These will often be large, strategic-level projects that span multiple disciplines, and the role will entail

* taking a lead role in coordinating and managing inputs from others,
* pulling overarching themes and arguments together,
* taking ownership of reporting (you will own and lead on project deliverables),
* managing finances and project milestones, and
* ensuring successful and high-quality delivery of report and data outputs.

Example projects could include a water EIA chapter for a new energy transmission project, a HMWB investigation into a proposed change to a public water supply compensation release, a Habitats Regulations Assessment (HRA) to support a new pipeline project or a Water Framework Directive (WFD) assessment for a marine dredge.

A key aspect of the Principal role will be line management responsibilities as you will be leading other consultants and be responsible for the mentoring and training of individuals and staff development.

Further responsibilities will include:

* 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.
* To carry out any additional activities that may be reasonably required or requested.

**Skills/Knowledge/Experience/Qualifications**

**Principal – Essential**:

* M.Sc. or Ph.D. in Environmental Science or related discipline (or equivalent demonstrable professional experience) and more than 5 years’ professional experience working in an environmental consultancy environment (or similar).
* Demonstrable understanding of relevant environmental legislation, particularly the WFD.
* Ability to organise and coordinate multifaceted environmental project plans
* Flair for drawing together inputs to construct compelling and rigorous assessments focussed on client’s needs.
* Coordination, completion and review of water related environmental impact assessments (including EIA and WFD assessment).
* Strong, creative problem-solving, organisational and analytical skills.
* A high level of attention to detail and the ability to work to tight timeframes.
* Client engagement skills.
* Commercially minded with tendering and marketing experience.
* Experience of stakeholder engagement including with SNCBs.
* Contributions to the delivery of large-scale environmental projects.
* Excellent communication and reporting skills.
* Strong team ethic.
* Extensive use of Word and Excel.
* You will be keen to work closely with the senior management team to expand APEM’s environmental assessment capabilities and project portfolio.

**Principal – Desirable:**

* Line management experience (with a drive to effectively develop and mentor members of your team).
* Management and delivery of complex and high-profile projects.
* Membership of a relevant professional body.
* Experience with HRA assessments.
* Proficiency in GIS software packages would be advantageous.
* Full UK Driving Licence.

**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.**