**Job Description**

**Role title: Principal Ornithological Consultant**

**Reports to: Head of Ornithology Consultancy**

**Grade: Principal**

**Sector: Marine**

**Division: Marine Science**

**Team: Ornithology**

**Purpose / Scope of role**

The Principal Consultant will work within the Marine Science ornithology team. The remit will be to provide expert advice and interpretation of ornithological data, including EIA and HRA to support development consents/applications.

The ornithology team is multi-specialist: organising/undertaking and analysing baseline surveys for birds in terrestrial, intertidal and offshore environments, coupled with delivery expert advice and interpretation, including EIA and HRA and statistical analysis. The team uses robust science to find solutions for both the private and public sectors. Our client portfolio includes private developers of varying scale and across varied sectors including offshore wind, major infrastructure; as well as supporting regulators and SNCBs, both through collecting or analysing data, or designing best practice, as well as working with a variety of other interests across the UK and Ireland.

Our work spans the full range of project phases from site selection and feasibility, through the EIA and consenting process, post consent, project execution and decommissioning phases).

Our aspiration is to maintain a centre of excellence in all things Ornithology, maximising the diversity and experience across the team of almost 30 staff, the scale of which is itself unprecedented in the wider environmental consultancy sector.

As Principal Ornithological Consultant you will work as part of our ornithology team, primarily focused on an offshore ornithological workstream, supporting both GoBe and APEM projects. You should have relevant experience of offshore wind impact assessment, baseline survey interpretation, and an understanding of ornithological modelling to inform impact assessment, or other relevant technical skills.

The purpose of this role would be to work closely with the Associate Director (Head of Ornithology Consultancy) and other Principal Consultants within both the ornithology team and the APEM Group to grow the ornithology teams, influencing and shaping current work streams, and expanding the current customer base across the UK, Europe and worldwide as well as the current products and services offered by the ornithology consultancy team. You will hold prime position in contribution to a centre of excellence for Ornithological advisory services, setting high standards and ensuring timely delivery of technical quality throughout the projects you are engaged in. You would become a trusted advisor for clients and stakeholders seeking ornithology advice for projects, as well as a mentor and guide for junior staff across the sector and related teams.

**Key Responsibilities**

* To plan and manage project workloads from an ornithological perspective, leading ornithological related workstreams including delivering ornithological assessment input into the EIA and HRA process for offshore wind developments.
* To work collaboratively with other Associate Directors and Principals to identify potential opportunities and challenges facing GoBe in relation to organisational goals and provide potential solutions.
* To work collaboratively as part of the ornithology leadership team to drive forwards the APEM Group’s goals. This includes identifying potential opportunities and challenges facing the APEM Group and working as part of the leadership team to provide potential solutions.
* To be able to effectively articulate the APEM Group’s goals, having a thorough understanding of the activities within GoBe and the Marine Science Sector, and a good understanding of the activities and services undertaken by the wider APEM Group.
* To lead and mentor a team of consultants and senior consultants to produce timely, accurate and high-quality products and services.
* 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 where required including writing proposals, setting budgets, programmes, and scope both alone, with other internal teams and in partnership with external organisations.
* Project management and directorship of varied scale projects with multidisciplinary teams based in various locations.
* To be able to deal confidently and professionally with clients.
* To develop a wide network of industry contacts.
* To be responsible for acquiring new contracts through a combination of networking, client relationships, tenders and opportunity development.
* To be responsible for revenue generation. This includes assessing, co-ordinating and contributing to tender opportunities as required.To manage and lead your team, including input into resource and capacity planning.
* To be able to speak knowledgably about the APEM Group’s goals and objectives and articulate how your team is achieving these.
* To set clear and SMART objectives for your team so that they can see how they can individually impact on the APEM Group’s performance.
* Set clear expectations for your team, ensuring accountability to deliver against objectives.
* To be responsible for the performance, productivity and output of your team.
* To carry out annual and interim performance reviews for your team.
* To be able to coach, develop and mentor your team members.
* To be a strong communicator, able to deliver messages to your team in an engaging, energising an motivating manner.
* To be responsible for the dissemination of company communications within your team, ensure that they have been received and understood, providing feedback to Associate Directors and Divisional Directors in in a timely manner.
* To be fair and consistent in your approach and delegate appropriately.
* To attend and present at appropriate business development events including networking events and conferences.
* 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 within the APEM Group; and actively engage with colleagues at all levels to contribute to the continuous improvement of health and safety management.

**Skills/Knowledge/Experience/Qualifications**

**Essential**

* Professional accreditation (CIEEM, IEMA etc.).
* A degree (preferably MSc), in a relevant science discipline.
* An established track record in the field of ornithology or seabird ecology, or impact assessment, derived from a relevant career in consultancy, research or working for NGOs or government.
* A detailed knowledge of the technical assessments underpinning ornithological work in support of large development projects and through the EIA and HRA processes (e.g. CRM, displacement analysis, apportioning, population modelling, monitoring design, etc.) related to onshore or offshore wind development.
* Excellent written and oral communication, organisational and time management skills.
* A professional manner with strong inter-personal skills and an ability to communicate at all levels.
* Considerable experience working with and developing relationships with regulators and stakeholders.
* Track record in project delivery – project management of programmes including large, high profile or complex projects.
* Managerial and leadership experience, including resource and capacity planning.
* To have excellent report writing ability, demonstrated by a track record of writing high quality technical reports for a range of clients in the private and public sector.
* To be able to talk knowledgeably about a wide range of subjects within a relevant field, and to be viewed as an expert in your chosen field.

**Desirable** -

* Experience of co-ordinating or undertaking ornithological surveys including survey leadership or design (terrestrial or marine).
* Experience of working within the planning process, ideally in England, Wales, or Scotland or in Europe (or Australia).
* Team management: line management, budget control and commercial acumen.
* Experience leading on, or providing specialist technical advice on, the design and implementation of habitat/species management, mitigation, compensation, and enhancement plans or projects for the renewables sector.
* Expert witness experience or readiness.
* A passion for renewable energy and reducing the impact they have on the environment and habitats they operate in.
* A passion for birds.

**Our Values**

Our most important assets are our people who work for the company. 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 are based, the hours you keep, the toddlers you have to entertain, or outside interests that help with your wellbeing, we are 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 are 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.**