**Job Description**

**Role title: Principal Field Scientist**

**Reports to: Divisional Director, AQUAFACT**

**Grade: Principal**

**Sector: Marine Industry Ireland**

**Division: AQUAFACT**

**Purpose / Scope of Role**

AQUAFACT (part of the APEM Group) is an established environmental consultancy company specialising in the collection and assessment of environmental data from marine and freshwater environments. This information is used to support our clients across a range of sectors such as aquaculture, ports and harbours and offshore renewable energy developments.

The AQUAFACT field team carries out a diverse and intensive range of fieldwork activities. The team utilise various pieces of equipment to conduct oceanographic and biological surveys. These surveys include dive projects, mainly for the monitoring of the benthic zone beneath aquaculture farms, water quality monitoring of coastal and transitional waters, freshwater monitoring of rivers and lakes, conservation assessments of national lagoons, baseline surveys of ports and harbours and offshore development areas, characterisation of marine benthic communities in a range of environments from shallow estuaries and coastal areas to deep offshore waters, sediment sampling for sediment chemistry or faunal analysis, deployment of oceanology recording equipment and much more. Within the office, the field team analyse collected data, prepare sediment and fauna samples for analysis, liaise with the consultancy and laboratory team and compile various reports for clients.

We are seeking an enthusiastic and driven Principal field scientist to lead our field team. The successful candidate will be responsible for overseeing the organisation and planning of the field team’s activities, ensuring that all field activities are delivered on time, safely and to the highest scientific standard. The successful candidate will also assume the role of our Health and Safety Officer and work with APEM Group’s HSEQ team to ensure that all aspects of work within AQUAFACT are risk assessed and undertaken safely.

**What success looks like in this role**

You will provide strong leadership to the field team and confidently manage the team to ensure that their resources are effectively utilised. You will offer advice on conducting various survey types, impart scientific expertise and experience, and provide guidance on equipment calibration, set up, and maintenance. In addition to team and project management, you will participate in various surveys. You will liaise with senior field team members, support the heads of AQUAFACT’s Laboratory and Consultancy sections, along with other various teams within the wider APEM Group to organise survey schedules. In the office you will prepare reports and tenders, manage projects on our in-house project management software (Deltek) and carry out various responsibilities of the Health and Safety Officer.

You will be able to deal confidently and professionally with clients, meeting quality, budgetary, and time constraints for project delivery. 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 in AQUAFACT while continuing to provide expert advice in your area of expertise to a range of internal and external clients.

**Responsibilities**

* To lead, mentor and manage AQUAFACT’s field team.
* To plan and coordinate field activities and ensure efficient and effective use of resources.
* To provide scientific experience and advise on how to conduct a variety of surveys, utilising a range of field equipment.
* To participate in fieldwork in marine, freshwater and terrestrial environments.
* To work with the senior management team within AQUAFACT to develop our services across Ireland and wider afield.
* To ensure 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 ensure that all administrative and project management activities are completed across the team.
* To develop strong working and trusted relationships with clients and other relevant stakeholders.
* To assume the role of AQUAFACT’s Health and Safety Officer.
* 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**

**Essential**

* Relevant third level Degree (Level 8 or higher) and at least 5 years professional experience in environmental monitoring and assessment.
* Experience in a Health & Safety position and implementation of Health and Safety management systems.
* Experience in managing field teams and project management.
* Strong, creative problem-solving, organisational and analytical skills.
* Experience in carrying out a variety of survey types, including offshore experience.
* Experience in calibration, deployment and maintenance of various pieces of equipment.
* Competent with the use of Microsoft applications.
* Ability to work well in teams, work well under pressure and meet deadlines.
* Driving Licence.

**Desirable**

* HSE or HSA Commercial Diver qualification & experience acting as a Dive Contractor and Dive Supervisor.
* ISA Commercial Endorsement for Passenger Vessel.
* Membership of a professional body, working towards chartership.
* Excellent working knowledge of Irish and EU wildlife and planning legislation.
* Excellent organisation and problem-solving skills and initiative.
* Strong technical report writing skills.
* Towing licence (Category BE).
* Strong commercial awareness.
* Experience in the use of Deltek or other project management software.
* Experienced in preparing and submitting tenders for projects using the E-Tender or similar platform.

**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.**