**Job Description**

**Role title:**  **Principal Consultant - HRA Lead**

**Reports to: Associate Director**

**Grade: Principal**

**Sector: Marine Infrastructure Services**

**Division:** **GoBe**

**Purpose / Scope of role**

GoBe Consultants Ltd is an innovative and dynamic environmental and planning consultancy, who specialise in providing high quality, environmental and planning advice to blue chip companies with a particular focus on the offshore wind development sector, as well as wider marine and coastal projects; we also undertake research for government and government agencies, both in the UK and abroad. Our work spans the full range of project phases, from site selection / feasibility / bid support, through the consenting phase, and for NSIPs through examination, and on to post consent compliance.

GoBe are exceptionally well positioned in the offshore wind farm sector with an existing and developing workload of offshore wind projects. This opportunity will allow you to use your experience within protected site assessments (Habitats Regulations Assessment / Habitats Regulations Appraisal / Appropriate Assessment / MCZ Assessment) in a rapidly expanding area as the UK and Ireland transition to renewable energy.

As Principal Consultant you will be a senior member of our HRA team, leading on the provision of HRA (or equivalent) documentation in relation to the protection of European sites, coaching and training of staff, and supporting the HRA Team Lead on ensuring performance, productivity, and output of the team. Your work will include the preparation of screening reports and Reports to Inform Appropriate Assessment (RIAA) (or equivalent e.g. Natura Impact Statements (NIS)) for major renewable infrastructure developments. Increasingly, you will contribute to derogation cases and the development of compensatory measures. You will work on some of the largest and most exciting development projects in the UK and Irish energy sector.

**What success looks like in this role**

As you advance in this role, you will become a trusted advisor for clients and stakeholders, providing expert scientific advice based on the latest, and most relevant, legislation and guidance. You will act as a mentor and guide for junior staff within the HRA team and the wider sector. You will work closely with the HRA Team Lead (Associate Director), planning and managing workloads, growing the consultancy team, influencing and shaping current work streams, and expanding products and services as well as the current customer base across the UK and Ireland.

**Key Responsibilities**

* To be responsible for HRA (or equivalent) delivery within your area within budget and to a high standard.
* To review reports and project documents to ensure that they meet the highest technical standards, and clients aims and objectives.
* To guide developers through relevant ‘Appropriate Assessment’ processes.
* To keep up to date with the latest and most relevant legislation and guidance.
* To plan and manage project workloads within the HRA team.
* To work closely with the HRA Team Lead to set and deliver the business strategy for the HRA consultancy team.
* Face-to-face liaison with clients and other relevant stakeholders
* Relevant engagement during post-application phase of projects, including attending hearings
* To coach, develop and mentor team members with HRA team lead.
* To be responsible for the performance, productivity, and quality output of the team with HRA team lead.
* 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; and actively engage with colleagues at all levels to contribute to the continuous improvement of health and safety management.

**Skills/Knowledge/Experience/Qualifications**

**Essential** -

* 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.
* Experience working, and developing relationships, with developers / regulators.
* A degree in a relevant discipline (Marine Biology, Marine Sciences, etc.).
* An established track record in the field of AA / HRA, derived from a relevant career in consultancy, research or working for government.
* Experience co-ordinating AA / HRA and the production of relevant documentation for large infrastructure projects, or experience evaluating this documentation on behalf of a competent authority or consultee.
* Detailed knowledge of the legislation relating to the protection of European sites, and how this legislation is transposed into UK and Irish law (or experience in a related field).
* Significant knowledge of consenting processes for major project applications, ideally in a marine context.

**Desirable** -

* Experience in resource management and allocation.
* A passion for renewable energy and reducing the impact on the environment and habitats.

**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.**