

Job Description

1. Job Details

Job Title:	Senior Environmental Consultant – Marine Mammals	Department:	SAMS Enterprise
Line Manager:	TBD	Grade and salary range:	Grade 6 £38,249- £42,882 pa. Grade 7 £45,413- £51,039 pa.
Full Time/Part Time:	Full Time – 37 hours per week	Duration of Appointment:	24 months in the first instance

2. Job Purpose

- To provide environmental consultancy duties within the SAMS delivery team, including delivery of enterprise contracts, customer account management, opportunity generation and tender preparation.
- Analyse passive acoustic and visual marine mammal data, develop and test new bioacoustics analysis tools and statistical frameworks, including species distribution modelling.
- Conduct fieldwork, including equipment setup and maintenance, for visual and acoustic marine mammal surveys as required by SAMS Research and Enterprise (e.g., towed array surveys, static and drifting passive acoustics).
- Help secure and deliver commercial contracts, including tender preparation, data processing and analysis, quality assurance, and report writing.
- Provide marine environmental consultancy as part of the SAMS Enterprise team, with a focus on marine mammals, within commercial sectors such as but not limited to marine fisheries, offshore renewables, oil and gas and aquaculture.
- Involvement in marketing and conferences and leading in developing new research aligned with opportunities within SAMS Research and Enterprise commercial strategy direction and priorities.

3. Main Responsibilities

<i>Responsibility Areas</i>	<i>Approx. % of time</i>
<p>Consultancy and commercial delivery:</p> <p>Technical Development: Lead technical development of products and services for commercial work in Marine Mammals core area, advising and working with SAMS Enterprise Senior Management Team, Strategic Working Groups to improve, resource and deliver to market needs.</p> <p>Technical Delivery: implementation of state-of-the-art acoustic automated processing, database management and data visualisation;</p> <ul style="list-style-type: none"> ○ implement recent technological development into data collection, specifically in more offshore and understudied regions; ○ develop study designs and carry out acoustic data collection fieldwork; ○ analysis of acoustic data, specifically: characterisation of anthropogenic activities, ambient noise reporting, detection and classification of marine mammal vocalisations; ○ implementation of statistical modelling in relation to impact assessment of anthropogenic activities; ○ develop and implement methods leading to densities/abundances from acoustic data; <p>Act as lead editor/author on multi-disciplinary technical assessments/reports, including drawing together multidisciplinary elements into a single overview report. Plan and write scientific reports, papers and if applicable policy briefs.</p>	65
<p>Income generation: Engage proactively in Business development supporting the Business Development Manager to generate new leads and opportunities, resulting in new sales and customers. May account manage key customers if requested.</p> <p>Work with Proposals Manager to provide technical input to Tenders/proposals including methodology, pricing and planning aspects, ensuring that SAMS have the capability and capacity to undertake the customers' requirements.</p>	30
<p>Quality Assurance: Active involvement within quality management in the SAMS delivery team to ensure compliance with ISO9001 standard, including production of Standard Operating Procedures (SOPs).</p>	5
<p>Be pro-active in the application of SAMS Health and Safety Procedures.</p>	Ongoing

4. Authorities

This position has the authority within the SAMS Enterprise structure and Quality Management System to make the following decisions without requirement to request further permission from senior management.

Senior Consultant (SC) – authority to develop new avenues of consultancy services in order to meet market needs and customer requirements.
Senior Consultant (SC) – authority to deliver assigned project tasks as delegated by the Project Manager and lead technical delivery aspects.
Senior Consultant (SC) – has authority to develop and assign scientific methods for project delivery and carry out required data collection and data analysis
Senior Consultant (SC) – has authority to lead report writing process
Senior Consultant (SC) – has the authority to discuss with PM customer requirements and project/resource demands.
Senior Consultant (SC) – authority to raise PO's and submit for approval by PM.
Senior Consultant (SC) – authority to submit staff time for assigned projects
Senior Consultant (SC) – has authority to manage a client account where applicable

5. Planning and Organising

- Extensive knowledge, experience and practice of technical consultancy to successfully deliver technically complex commercial contracts and projects (essential).
- The ability to progress and deliver multiple commercial projects concurrently (essential).
- Demonstrated previous experience of successful consultancy delivery and the ability to apply that experience (essential).
- Good understanding and application of project management principles, including the different components required to ensure successful delivery (e.g., some knowledge of costing/estimating, finance and time management; desirable).
- Liaising with expert advisory panels, project steering groups, and stakeholders
- Planning of study design and fieldwork logistics for commercial projects
- Organise appropriate calibration and quality control standards for equipment and analyses
- Planning data analysis work
- Planning internal and external presentation of work to conferences and workshops
- Attendance at scientific and industry conferences and events.

6. Problem-Solving

- Ability to (independently) respond reactively to problems during project lifetime as and when they arise (e.g. report delays, weather delays, resource unavailability, customer requests). Escalates when required to Project Manager with solutions to resolve.
- Managing and directing more senior staff to ensure project delivery goals are achieved. This includes defining the delivery strategy and leading the project team in implementing that strategy in order to deliver for the customer.
- Identifying appropriate technical methods to be employed for a given task, and how best to implement methodologies to produce required deliverables.
- Developing technical SOPs to ensure quality and to mitigate/ prevent problems from arising.
- Strategic selection of funding applications to further Enterprise visions.
- Application of statistical modelling of marine mammal acoustic occurrence (e.g. GAMs) and modelling approaches to assess (population-level) impacts of anthropogenic activities on these species
- Assess how to undertake robust analyses of acoustic datasets on marine mammal distribution, ambient noise levels, and anthropogenic pressures using state-of-the-art statistical/analytical approaches
- Streamlining analysis and data management protocols for big (multiple-year) acoustic datasets.

7. Decision-Making

- Manage own workload to quality and timescales of projects (essential).
- Collaboratively develop and deliver scientifically robust analyses using appropriate methodologies, considering latest legislative requirements and recent scientific progress (essential).
- Be proactive in terms of prioritisation of projects and resources, given that the role requires concurrent progress and delivery of multiple projects (essential).
- Respond effectively to problems during project lifetimes (e.g., weather delays, resource unavailability, external supplier issues; essential).

8. Key Contacts/Relationships

- SAMS Enterprise Senior Management Team specifically the Managing Director, Business Development Manager, Proposals Manager and the Core Lead for the Marine Energy consultancy area.
- Other members of SAMS Enterprise team.
- SAMS staff within marine mammals and marine energy area, and external project partners for a successful delivery of the project.
- Develop or maintain professional connections with representatives from UK/Scottish Government, UK Statutory Nature Conservation Bodies, industry representatives, and other stakeholders such as Non-Governmental Organisations (NGOs), community groups, etc. (essential).
- Work closely with SAMS Enterprise to deliver commercial contracts to customer requirements and satisfaction, identify and generate new leads and opportunities resulting in new project contracts (essential).

9. Knowledge, Skills and Experience needed for the Job

Qualification and Knowledge:

- PhD or Master's degree with focus on marine mammals, bioacoustics and/or species distribution modelling (essential).
- Ability to analyse complex temporal and spatial, visual/acoustic datasets (essential).
- Evidence of scientific publications and experience sharing knowledge in reports, workshops and at conferences (essential).
- Technical knowledge and expertise in assessing impacts to marine megafauna from industrial sectors such as marine energy, fisheries or aquaculture (essential).
- Technical knowledge and demonstrated practical experience undertaking EIA/HRA impact assessments (desirable).
- Remain current with regulatory requirements regarding species protection, industry needs, and academic progress to develop and deliver high-quality projects (essential).
- Write high-quality reports for commercial customers (essential).
- Expertise in acoustic data analysis for marine mammals (e.g., PAMGuard, C POD/F-POD.exe) and underwater sound (e.g., PAMGuide, MATLAB, MANTA) (essential).
- Expertise using standard programming languages (e.g., R, Python, MATLAB) and GIS software (e.g., QGIS) (essential).
- Statistical analysis experience for various data types and long-term data sets (essential).

- Experience with species distribution/habitat and population impact modelling (e.g. GAMs, BRTs, iPCoD, DEPONS etc.; desirable).
- Expertise in acoustic data analysis using other acoustic analysis software (e.g., Raven, AviSoft) (desirable).
- Experience with analysis of photo-ID data (desirable).
- Experience with data quality control and data validation processes (desirable).
- Excellent written and oral communication skills, with the ability to explain scientific concepts to a varied audience, including disseminating results of scientific research (e.g. through writing scientific papers, giving presentations at workshops, conferences etc.) as well as writing reports for regulatory agencies to a high scientific and professional standard.

Field work:

- Prepare equipment for and undertake fieldwork. Responsibilities here include, but are not limited to, preparing passive acoustic moorings, drifting and towed hydrophone arrays. Fieldwork activities will include deployment and recovery of acoustic moorings, conducting visual and acoustic surveys using towed or drifting arrays, as well as marine mammal photo-ID surveys.
- Experience in offshore vessel-based survey organisation, execution and management (particularly relating to deployment and retrieval of PAM equipment; essential).
- Experience operating and maintaining passive acoustic monitoring equipment (e.g., Soundtraps, RTSYS EA-SDA14 & Sylence, C-/F-PODs; essential).
- Experience with mooring design and acoustic mooring preparation, including use of acoustic release mechanisms (desirable).
- ENG1 and PST certificates (or equivalent/higher; desirable).

Tender preparation:

- Experience of tendering for commercial contracts, covering production of the management/delivery method, pricing, contract strategy and/or planning/time scales.

Opportunity generation:

- Support engagement with specific sectors to develop certain areas of commercial activities in order to develop business activity in these sectors.
- Engagement with internal strategic development for core area, working with SAMS Enterprise senior management and SAMS research department to develop and grow opportunities and income.

- Commercial experience of customer liaison and client relationship management and developing customer relationships with the aim of achieving more sales.
- Customer relationship management, identifying prospects and developing opportunities into sales.
- Willingness to attend formal meetings and represent SAMS at events/conferences, meeting prospective and existing clients, expanding and developing customer relationships.

Generic skills:

- Ability to successfully deliver and communicate in a professional manner in high pressurised situations, including survey periods and during times of restricted resource and constrained timelines.
- Excellent written skills are essential, along with good attention to detail and capacity to manage work-load to meet strict deadlines.
- Able to work effectively build working relationships with others.
- Essential that the person is a good communicator and can deal with rapidly changing situations.
- Essential to be able to work as part of a technical/scientific team but have initiative and be able to work independently if required.
- Good IT skills with competent use of all Microsoft Office software packages necessary.
- Leadership skills able to motivate people to act towards achieving a common goal, through direction, inspiration and effective communication.
- Full driver's license desirable.

Quality Assurance:

- Construction of Standard Operating Procedures for project processes/methods and survey methodologies, and experience of providing/briefing method guidance to project team members. Working knowledge of Quality Management Systems.
- Used to working/reporting to the requirements of ISO9001, and working to SOPs/method statements.
- Helping to develop Quality Standards to secure and maintain ISO9001 accreditation, including continuous improvement of procedures and identification of non-conformances.
- Practical H&S experience.

11. Any other relevant information

The post holder may be required to perform duties other than those given in the job description for the post. The particular duties and responsibilities attached to posts may vary from time to time without changing the general character of the duties or the level of responsibilities entailed. The post holder will be required to work away from home from time to time, i.e. participate in fieldwork, customer liaison and attendance at conferences. The role will include survey work at sea, the applicant must be able to obtain the ENG1 medical certification and complete the STCW 95 Personal Survival Techniques training.

The responsibility areas of the post will be adjusted, depending on the grade appointed.

This post is for 24 months, in the first instance. We will review the post requirements prior to the end of appointment.

What can SAMS offer you?

Our Values and culture

We strive to be a world-class marine science enterprise that underpins regional, national, and international policy, and societal action to secure healthy and sustainable oceans. As a workforce, we have a strong family and team culture, helping each other to achieve our goals.

Remuneration

We offer a competitive salary and pension as well as employee benefits package. We also have a number of supportive policies to assist absence, family, and other leave types.

Career Goals

SAMS provides a supportive learning and career growth environment for those looking for that next step in their career or upskill in the workplace. This may be through opportunities to develop techniques, learn more about the science objectives for the group, gain some tutorial opportunities, as well as attend meetings and CPD events.

We'll provide you with a good start as you join SAMS

SAMS provides an excellent induction which is a great introduction to the organisation, the facilities, your department and team, and provides that support that you need over the early months joining a new organisation. We will also provide you with office space, computing equipment and ensure this is ready for you on your first day of work.

Employee Benefits

In addition to a general remuneration package which includes a generous salary, pension, and sickness absence policy, we offer a number of employee benefits to our staff, some of which are listed below:

- Flexible & Hybrid working arrangements (up to 2 days working from home) – will depend on role dynamic.
- Purchase of additional annual leave – up to 20 days per annum
- Access to shopping discounts as well as local shop and leisure discounted memberships
- Cycle to work scheme
- Purchase of technology
- Payroll Giving
- Salary Sacrifice – pensions
- Access to wellbeing portals which provide support for mental health, nutrition and fitness and GP referral scheme
- Occupational health support
- Welfare support on site
- Sabbatical scheme
- A number of training and development courses to assist you with your career development – leadership, coaching and mentoring.
- Free car parking
- Electric car charge points on-site

Applications must include CV and Cover Letter and should be sent electronically to recruitment@sams.ac.uk quoting Job Ref. 'SE03/26.MH' in the subject line.

The closing date for applications is 15th June 2026.

Interviews to be held by the end of June.

Please note, we prefer to contact referees prior to interview.

Your application – what are we looking for?

We are looking for a full CV – please remember to document all your relevant work experience, listed with the most recent first. You should also include your educational achievements with your most recent qualification first. You should include skills and competencies gained from previous employment or education. This should be specific to the job description. Also, please include details of two referees, one referee at least from your current role, who we may contact if invited for interview.

We enjoy reading cover letters and these are an important part of the application. In the letter, connect your past accomplishments with the requirements listed in the job description.

Focus on your most relevant experience, qualifications, and skills. Where possible, quantify your accomplishments with facts and data.

Useful links

- [How to write a flawless cover letter](#) (please right click and select open in new tab)
 - [How to write a CV](#) (please right click and select open in new tab)