

Senior Environmental Consultant – Marine Restoration

- Location: SAMS site, Dunbeg, near Oban
- Hours of work: 37 per week

Salary range: Grade 7 £45,413-£51,039

Contract type: Permanent

Company

The Scottish Association for Marine Science is an equal opportunity employer; we welcome applications from people with disabilities. We value the diversity of the people we hire and serve.

Diversity at SAMS means fostering a workplace in which individual differences are recognised, appreciated and respected, as well as responded to in ways that fully develop and utilise each person's talents and strengths.

Job Description

- Provide marine environmental consultancy as part of the SAMS Enterprise team, with a focus on marine biodiversity, nature enhancement and habitat restoration, within commercial sectors such as but not limited to, offshore renewables, oil and gas and aquaculture.
- Work with clients to identify how they can meet their marine biodiversity monitoring or enhancement/restoration goals (either statutory/regulatory or voluntary) identifying

appropriate mechanisms and co-developing client proposals and projects as required.

- Work with clients to navigate the regulatory framework and identify the most appropriate mechanisms for project delivery.
- Liaise with the SAMS knowledge base to produce ecologically coherent, scientifically sound and defensible marine biodiversity monitoring or enhancement/restoration projects within the client's scope.
- Design and deliver projects working with our Project Managers that support and deliver marine biodiversity monitoring, enhancement and restoration goals.
- Remain up to date with rapidly evolving policy and regulatory developments in this area across the UK and Europe.
- Collaborate in the development of new research aligned with opportunities within SAMS Research and Enterprise commercial strategy direction and priorities.
- Drive opportunity generation working with the Business Development Manager to find new avenues of commercial work.
- Engage proactively with SAMS Enterprise marketing activities.
- Attend and lead relevant scientific and commercial conference participation.
- Help secure and deliver commercial contracts, including tender preparation, data processing and analysis, quality assurance, and report writing.

<i>Responsibility Areas</i>	<i>Approx. % of time</i>
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Consultancy and commercial delivery:

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Technical Development: Lead technical development of products and services for commercial work in marine restoration, advising and working with SAMS Enterprise Senior Management Team and Strategic Working Groups to improve, resource and deliver to market needs.

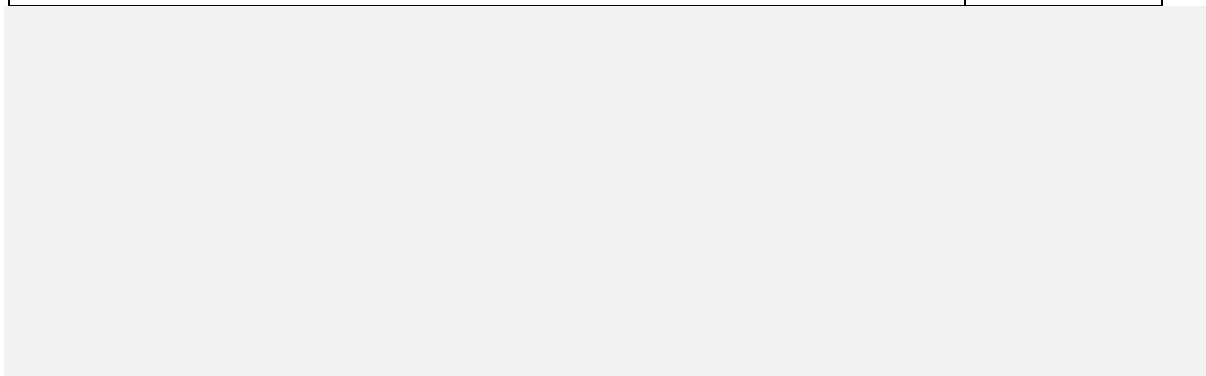
Technical Delivery: Design and deliver complex marine restoration projects:

- Implement recent technological developments in data collection.
- Analyse biodiversity data, specifically in line with regulatory targets such as DEFRA's biodiversity metrics
- Implement statistical modelling in relation to impact assessment biodiversity monitoring or enhancement/restoration.
- Use appropriate techniques and technology such as eDNA, visual surveys and 3D photogrammetry

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, and if applicable scientific papers and policy briefs.	
Income generation: Lead realisation of significant income to enable SAMS Enterprise to achieve finance targets for marine restoration. To achieve this: ○ Engage proactively in business development, supporting the Business Development Manager to generate new leads and opportunities resulting in new sales and customers. Manage key customer accounts if requested. ○ 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. ○ Engage proactively with SAMS Enterprise marketing activities. ○ Attend and lead relevant scientific and commercial conference participation.	30

Quality Assurance: Active engagement within quality management to ensure compliance with ISO9001 standard, including production of Standard Operating Procedures (SOPs).	5
Be proactive in the application of SAMS Health and Safety Procedures.	Ongoing



Requirements and Qualifications

Qualification and knowledge

- PhD or Masters degree with focus on marine biodiversity monitoring
- Ability to analyse complex temporal and spatial, datasets (essential).
- Provide evidence of scientific publications and experience sharing knowledge in reports, workshops and at conferences (essential).

- Possess technical knowledge and expertise of licensing, consenting or regulation connected to biodiversity from industrial sectors such as marine energy, fisheries or aquaculture (essential).
- Demonstrate technical knowledge and practical experience undertaking EIA/HRA impact assessments (desirable).

- Remain current with regulatory requirements regarding marine biodiversity, industry needs, and academic progress to develop and deliver high-quality projects (essential).
- Ability to write high-quality reports for commercial customers (essential).
- Statistical analysis experience for various data types and long-term data sets (essential).
- Have experience with data quality control and data validation processes (desirable).

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- Have 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.

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Field Work :

- Prepare equipment for and undertake fieldwork.
Responsibilities here include, but are not limited to, preparing eDNA, ROV or other biodiversity assessments both from the shore and from boats/ships.
- Experience in offshore vessel-based survey organisation, execution and management.
- ENG1 and PST certificates (or equivalent/higher; desirable).

Opportunity generation:

- Support engagement with specific sectors to develop certain areas of commercial activities to develop business activity in these sectors.
- Engage with internal strategic development for core area, working with SAMS Enterprise senior management and SAMS research department to develop and grow opportunities and income.
- Support customer liaison and client relationship management and developing customer relationships with the aim of achieving more sales.

- Drive customer relationship management, identifying prospects and developing opportunities into sales.
- Prepare to attend formal meetings and represent SAMS at events/conferences, meeting prospective and existing clients, expanding and developing customer relationships.

Generic skills:

- Able to successfully deliver and communicate in a professional manner in high pressured situations, including survey periods and during times of restricted resource and constrained timelines.
- Have 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 strong working relationships with others.

- Be a good communicator and deal efficiently and effectively with rapidly changing situations.
- Work as part of a technical/scientific team but have initiative and be able to work independently when required.
- Good IT skills with competent use of all Microsoft Office software packages necessary.
- Demonstrates leadership skills and can motivate people towards achieving a common goal through direction, inspiration and effective communication.

- Full driver's license desirable.

How to Apply

Applications may be submitted by e-mail, handed in to our reception team or by postal mail no later than 14 September 2026

(Job Ref No: SE07/26.MH)

(Scottish Association for Marine Science)

(SAMS, Dunbeg, Oban, Argyll, PA37 1QA)

(01631 559000)

(recruitment@sams.ac.uk)

([Vacancies — Scottish Association for Marine Science, Oban UK](#))

Attention: (SAMS HR team)