

Job Description

1. Job Details

Job Title:	Senior Environmental Consultant – Marine Restoration	Department:	SAMS Enterprise
Line Manager:	Enterprise Operations Manager	Grade and salary range:	Grade 7 £45,413- £51,039 pa.
Full Time/Part Time:	Full Time – 37 hours per week	Duration of Appointment:	Open-ended

2. Job Purpose

- 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.

3. Main Responsibilities

Responsibility Areas	Approx. % of time
Consultancy and commercial delivery: 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.	65
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

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

- Have 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).
- Demonstrate previous experience of successful consultancy delivery and the ability to apply that experience (essential).
- Have a 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).
- Experience in liaising with expert advisory panels, project steering groups, and stakeholders
- Able to plan study design and fieldwork logistics for commercial projects
- Organise appropriate calibration and quality control standards for equipment and analyses
- Plan data analysis work

- Prepare and deliver internal and external presentations of work at conferences and/or workshops
- Attend scientific and industry conferences and events.

6. Problem-Solving

- Respond reactively to problems during project lifetime as and when they arise (e.g. report delays, weather delays, resource unavailability, customer requests). Escalate issues to the Project Manager when required and propose appropriate solutions.
- Manage and direct more senior staff to ensure project delivery goals are achieved. This includes defining the delivery strategy and leading the project team to implement that strategy in order to deliver for the customer.
- Identify appropriate technical methods to be employed for a given task, and how best to implement these methodologies to produce required deliverables.
- Develop technical SOPs to ensure quality and to mitigate/ prevent problems from arising.
- Lead strategic selection of funding applications to further Enterprise visions.
- Assess how to undertake robust analyses of biodiversity datasets using state-of-the-art statistical/analytical approaches
- Streamline analysis and data management protocols for big (multiple-year) biodiversity datasets.

7. Decision-Making

- Manage own workload to quality and timescales of projects (essential).
- 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 “Restoration and Natural Capital” consultancy area.
- Other members of SAMS Enterprise team.
- Engage with SAMS staff in marine biodiversity and habitat restoration, and with external project partners, to ensure successful project delivery.
- 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).
- 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 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).

- 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.

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).

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 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.

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.