Ecological Solutions

POSITION DESCRIPTION

Consultant Ecologist

Ecological Solutions Pty Ltd | Central Coast NSW

Position	Consultant Ecologist
Business	Ecological Solutions Pty Ltd
Location	Remote / hybrid, Central Coast based. Field work across the Central Coast, Sydney, the Hunter and wider NSW
Reports to	Director & Principal Ecologist (BAM Accredited Assessor)
Experience level	3 to 5 years in ecological consulting or a related field

1.0 Role Purpose

Ecological Solutions is a boutique ecological consultancy based on the NSW Central Coast and working across NSW. We help public and private clients understand and navigate the biodiversity side of their projects, flagging risks and opportunities early and navigating them as required.

The Consultant Ecologist primarily delivers field surveys and technical reporting for projects across NSW under the NSW Biodiversity Offsets Scheme and Part 5 of the EP&A Act. They work directly with the Principal Ecologist and clients, alongside planners, engineers and other specialist consultants, building towards running jobs independently and gaining BAM accreditation.

As the first employee in a small, boutique consultancy, the role also helps build and shape the business, with scope to take on project leadership, client relationships and mentoring as the team grows.

2.0 Key Responsibilities

Field work

1. Plan and carry out flora and fauna surveys, including BAM plots, vegetation mapping and Plant Community Type identification.
2. Run targeted threatened species surveys, timed to the survey windows, including occasional night and early morning surveys as the target species require.
3. Deliver post-approval work: pre-clearing surveys, clearing supervision, and fauna handling and relocation as required.
4. Undertake local and regional travel for field work, including occasional overnight stays.
5. Record field data accurately using GPS, phones, tablets and other required work equipment.

Reporting and assessment

1. Prepare or contribute to technical reports as required for assigned projects.
2. Produce field and report maps using GIS.
3. Undertake detailed desktop assessments to assist in both proposals and report development.

Projects and clients

1. Deliver quality work on time and within budget, and keep the Principal Ecologist informed of scope changes.
2. Work closely with clients, regulators, planners, engineers and other specialist consultants, and handle changes and challenges as they arise.
3. Help prepare fee proposals and scopes of work as experience grows.

Business and team

1. Help build and shape the role and the team as it grows.
2. Take initiative: bring ideas, speak up, and act without waiting to be told.
3. Contribute to templates, field procedures and continuous improvement, and support an inclusive, welcoming culture as the team grows.

3.0 Selection Criteria

Essential

Technical

- A tertiary degree in ecology, environmental science, biology, zoology, botany or a related field.
- 3 to 5 years of experience in ecological consulting or a related field.
- Working knowledge of the relevant legislation and guidelines, including the BC Act 2016, EP&A Act 1979, EPBC Act 1999 and the NSW Biodiversity Assessment Method (BAM).
- Solid NSW flora and fauna identification skills, with hands-on field survey experience.
- Clear, concise technical writing, with a track record of delivering quality work on time and within budget.
- GIS mapping experience.

- The ability to work independently, both solo in the field and remotely from home, managing your own time and workload.
- A current Class C driver's licence, openness to occasional night and regional field work, and the right to work in Australia.

Professional

- **Professional integrity:** You report what you find, not what the client hopes to hear. Survey results, species records and impact assessments are recorded and reported honestly and defensibly.
- **Ownership and accountability:** You take responsibility for your work from field to final report, own your mistakes early and fix them, and don't need chasing to meet a deadline.
- **Rigour and attention to detail:** Data, plots, mapping and calculations are accurate and reproducible; you check your own work before it goes to review, and you ask when you're unsure rather than guess.

Desirable

- BAM accreditation.
- Fauna handling experience.
- A White Card and current First Aid certificate.

4.0 What We Offer

- **Salary:** a competitive salary package plus superannuation.
- **Company vehicle:** a company vehicle, with private use.
- **Flexibility:** remote / hybrid work and flexible hours, with time in lieu for night and early morning survey work.
- **Paid birthday leave:** one additional paid day off each year.
- **Professional membership:** one relevant industry body membership of your choice paid each year.
- **Professional development:** investment in ongoing professional development, including a pathway to BAM accreditation.
- **A genuine voice:** a real say in the day-to-day operations of the business and how the role and team take shape as we grow.

5.0 How Success Is Measured

- **Safety:** field work follows safe work procedures, with incidents and hazards reported.
- **Quality and delivery:** work is delivered on time, within budget and to the standard required.
- **Client satisfaction:** clients experience and give positive feedback on the quality, professionalism and timeliness of our work and interactions.
- **Personal and professional development:** steady progress against an agreed development plan, including towards BAM accreditation and project leadership.