



Consultant – Ecologist

Position description

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The Alluvium Group

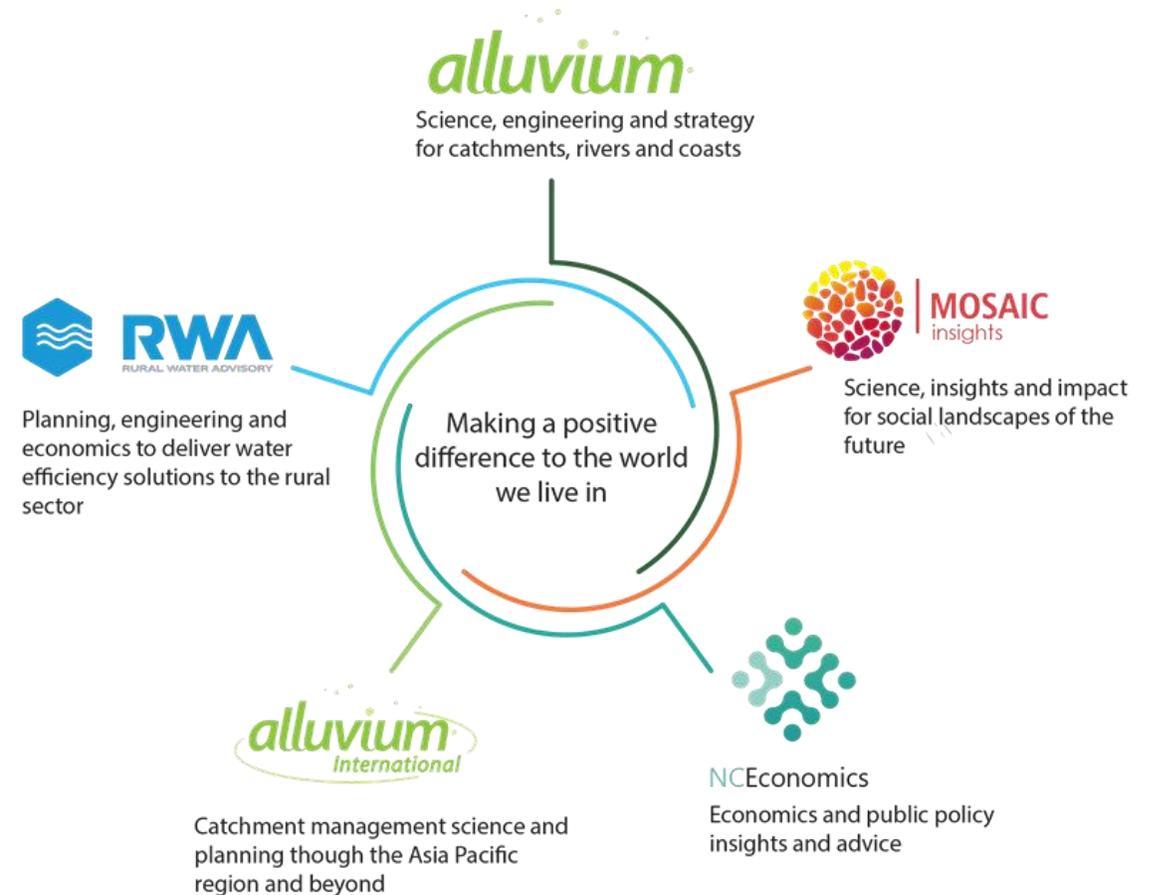
Alluvium Consulting is part of the wider groups of companies in the Alluvium Group.

The Group brings together five organisations who share a common purpose: to make a difference to the world we live in.

We are scientists, planners, engineers, strategists, analysts and economists. We combine these skills to address the complex, systemic, and intractable issues that face our society, environment and economy. By solving these problems, we transform the way we live and the health and productivity of our catchments, rivers, coasts and cities.

The five industry-leading businesses that form the Alluvium Group are driven by our collective vision and a shared commitment to the highest quality of client service and technical excellence. Our business model is unique and driven by a genuine belief that it serves our clients better.

The strength of our group is embedded in the independent business decision making of our company boards and leadership, and the ability of each entity to focus on delivering exceptional work for our clients.



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Alluvium Consulting

We believe the application of creative thinking, robust science and practical engineering can effectively address the complex and interrelated threats to our natural environment. Our work makes a difference to the world we live in.

Alluvium is an employee-owned consulting firm founded in 2006 to provide advice to government and private organisations on issues facing our water resources, rivers and catchments. We are not a hierarchical business, everyone at Alluvium takes responsibility for high quality advice and great client communication. We will not compromise these parts of our service.

Our focus is catchments to coasts. We aim to influence the direction of catchment and water management in Australia through our work with federal, state and regional government and private sector clients in the resources and development sectors.

Alluvium provides independent, evidence-based, expert advice on water resources strategy, policy, governance, reform and implementation. We have made significant contributions to water resources management at national, Murray-Darling Basin, state and local level, and our expertise and approach is sought out by clients. We believe strongly in listening to community, agriculture, industry and stakeholders, and we are committed to respect, acknowledgement and reconciliation with Aboriginal and Torres Strait Islander peoples.

We work hard to differentiate our business and believe it is possible for a commercial organisation to measure its success by things other than profit alone. We invest heavily in an enabling culture in order to remove barriers to creativity and encourage people to develop as leaders throughout our business.

Our culture, clients and technical focus allows us to attract and retain the best staff in the industry.



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The role context

Alluvium's ecological work has a broad strategic as well as applied focus. We conduct inventory, capturing site values and threats. We then use this information to describe the management of flora and ecological processes in the context of broader geomorphological processes. We also work at a higher strategic level guiding the development of ecological management strategies considering the impacts of climate change, urbanisation and technological advances. We work collaboratively with indigenous people to understand how ecological information can support their cultural objectives.

We are looking for someone to join the Victoria team to contribute to strategic growth of the business. The role is intended to be based in our Melbourne office (although there is flexibility to be based in our other offices).



The successful candidate will have:

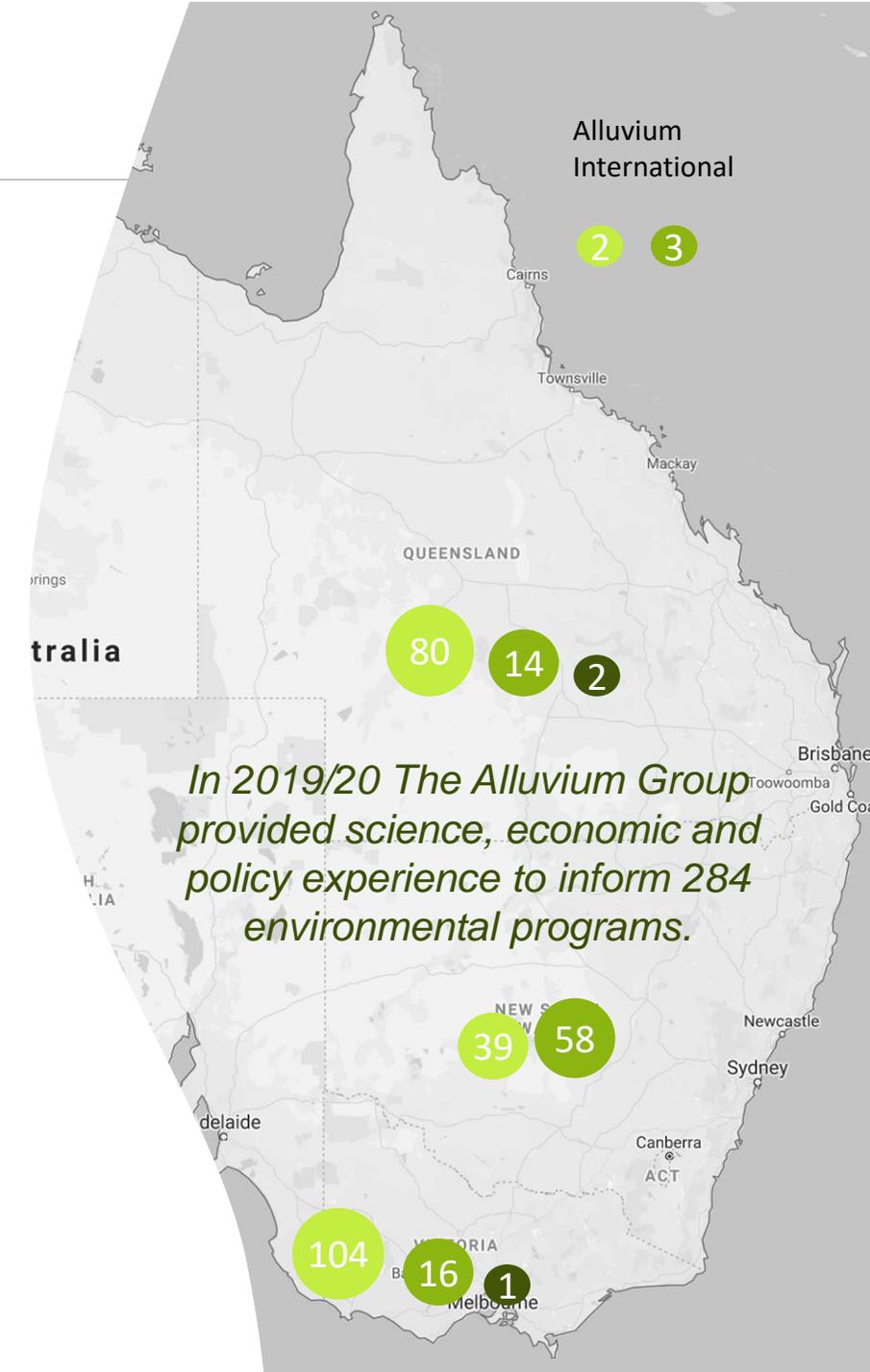
- Ability in communicating information, including high quality writing skills in English
- Desire and ability to undertake field work
- A willingness and positive contribution to a collaborative and values-driven work culture
- Strong interest in working with and learning about river systems and their communities of Victoria
- Ability and desire to work across disciplines and geographies
- Ability to develop good rapport with clients, stakeholders, staff and partners, together with listening skills empathy and awareness
- A long-term perspective and ability to build knowledge, skills, relationships and profile
- Maturity to take responsibility for agreed outputs, completion and quality of products

The Role

We are looking for a person with the following attributes and skills:

Skills and experience:

- Above all we want someone who can tell a compelling ecological story. Being a great science communicator with a demonstrated ability to succinctly describe complex ecological process in clear plain English is essential.
- A degree or higher, and/or relevant experience in ecological assessment and strategy with a focus on botanical skills
- 5 years experience of ecological strategy and field work with a focus on riparian and wetland habitats.
- Demonstrated field-based plant identification skills in riparian and wetland environments including Seasonal Herbaceous Wetlands (terrestrial and particularly coastal experience an advantage)
- Demonstrated experience in a broad range of vegetation assessments for the Melbourne region and regional Victoria. Capacity to apply these skills across the Murray Darling and South East Australia
- Demonstrated success in applying skills and experience to real world problems
- Excellent ability and self management in interdisciplinary work, information assimilation, analysis and problem solving, thinking strategically.
- Fauna habitat identification skills and accreditation as a native vegetation assessor are highly regarded but not essential.
- We need a person who can collaboratively work through complex ecological ideas in a team setting, be able to discuss and articulate their thoughts and transfer this into a clear report for clients.



Next steps



To further discuss this role please contact Rob Dabal (rob.dabal@alluvium.com.au; 0400 164 406).

Applications consisting of a short cover letter and CV can be sent to info@alluvium.com.au

Please email your application by 4pm, 27 November 2020.

Remuneration is commensurate with skills and experience and subject to negotiation. Note that applications are only open to applicants with Australian citizenship or permanent residency.

An important part of our business is the ownership structure. Alluvium is a staff owned business and over 45% of our staff have ownership. We are committed to continued broadening of the ownership to staff who support and are actively engaged in the attainment of our strategic goals. The opportunity is available for staff to build an ownership stake in the business over time.

Alluvium Net Promoter Score - 56

(voted by our clients)



Alluvium People Engagement Score - 89



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We are passionate about the protection and restoration of rivers, waterways and communities from catchment to coast. We strive to make a difference to the world we live in.

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