



AEP

BIODIVERSITY | BUSHFIRE | ARBORICULTURE
NEWCASTLE SYDNEY CENTRAL COAST

Principal or Senior Ecologist - Anderson Environment & Planning

Location/s on offer:

Carrington (Newcastle Office)

Tuggerah (Central Coast Office)

Petersham (Sydney Office)

Employment Type: 37.5 hours/5 Days (Full Time), with flexible working arrangements (after competency is demonstrated in role).

About AEP

Anderson Environment & Planning is a dynamic & eclectic environmental consultancy. AEP has a faithful client base, many of which have collaborated with AEP since its foundation in 2013, working closely with Managing Director – Craig Anderson and the AEP leadership group. AEP provides high-level environmental services, advice, strategic direction and management for sectors including major projects, biodiversity offsetting, land development, energy/renewables, infrastructure, legal, conservation, government, mining and quarrying.

Based in our 3 offices in Carrington (Newcastle), Petersham (Sydney) & Tuggerah (Central Coast) and serving clients across NSW, we're a close-knit team of 70 staff including 53 Ecologists with a reputation for quality and a team culture that values quality works and plus a laugh along the way.

AEP is proud to have one of the largest ecology teams in NSW, and are experts in all aspects of NSW biodiversity, bushfire and arboriculture planning and legislation. We assist clients at every stage of their planning, development and conservation projects, and regularly achieve positive outcomes.

As demand for our services grows, we're seeking a Principal or Senior Ecologist who's ready to lead, inspire, and occasionally bring the humour to our fast-paced environment with a solution-focused mindset & a can-do attitude.

Position Overview

We're looking for a Principal or Senior Ecologist with the expertise and confidence to step up and take on complex projects, lead, provide guidance, share knowledge with their team and be the final word on major reports. This is a high-responsibility role that requires a seasoned professional comfortable with technical rigor, project management, and decision-making. The right candidate will have demonstrated previous experience in a consulting environment.

For Principal Ecologist candidates, the role will involve higher-level leadership responsibilities, such as strategic business development, oversight of multiple teams, and influencing broader organisational direction and client partnerships. The Principal role also

offers opportunities to play a key part in shaping internal initiatives, high-level reviews, and mentoring senior staff across AEP locations.

You'll oversee significant projects from start to finish, act as a mentor to less tenured team members, and work closely with clients to deliver results that meet expectations. In addition to your technical skills, we're looking for someone who can bring energy, adaptability, and a positive spirit to our team - ready to balance hard work with personability. Here at AEP, attitude is just as important as experience.

Key Responsibilities

- **Project Leadership:** Take ownership of multiple, high-stakes projects, ensuring they are executed with quality, timeliness, and attention to detail.
- **Technical Authority:** Writing complex reports whilst also serving as the final reviewer for peer reports, guaranteeing accuracy, regulatory compliance, and alignment with AEP's standards.
- **Mentorship & Team Building:** Guide and develop less tenured team members, supporting their growth and ensuring the team's work remains top-notch.
- **Client Relations:** Build and maintain strong client relationships, understanding their needs and keeping communication clear and positive.
- **Strategic Planning:** Contribute to AEP's growth by identifying process improvements, enhancing workflows, and supporting overall business strategy – to keep us moving and growing!
- **Senior vs. Principal:** Senior Ecologists typically lead projects and mentor within their immediate team. Principal Ecologists take broader ownership, leading strategic initiatives, and representing AEP at high-level client, regulatory, and industry forums.

Qualifications, Experience & Skills

Essential:

- Bachelor's degree (or higher) in Science, Environmental Science, Natural Resource Management, or related discipline
- Intimate knowledge of the NSW Biodiversity Assessment Method (BAM)
- Extensive experience managing high-level ecological or environmental projects, ideally within a consulting environment
- Strong skills in ecological assessments and compliance with environmental regulations
- Proven ability to oversee, refine, and deliver reports and project outcomes to the highest standards, with a "can-do" approach.
- High-level time management skills and the ability to handle complex projects independently & as part of a team.
- Self-motivated & able to prioritise every changing work efficiently based on urgency
- Excellent analytical and problem-solving skills
- Willingness to work flexible hours (if needed)
- WH&S commitment and safety standards compliance

Additional requirements for Principal Ecologist candidates:

- Demonstrated experience in leading teams across multiple projects or locations
- Proven strategic thinking and business development capability

- Advanced stakeholder engagement, including managing senior client and government relationships
- Contribution to policy, systems improvement, and internal training initiatives
- Strong mentoring track record with senior and mid-level consultants

Desirable:

- Biodiversity Assessor Accreditation
- Familiarity with Project Administration software (such as Vantagepoint or other applicable software)
- FPA Accreditation &/or Bushfire planning experience
- Botany skills
- GIS mapping capabilities
- Open NSW Driver Licence

Why Join Us?

- **Professional Development:** Opportunities for mentorship and career growth within the company. You grow as we grow.
- **Supportive Culture:** Be part of a friendly & passionate team that values collaboration, innovation, and a shared passion for the environment. With regular lunches, team events & a 'no-suits-necessary' vibe. We work hard, and occasionally play hard.
- **Flexible Work Options:** We offer flexible working arrangements to support work-life balance including WFH & flexible start and finish times.
- **Employee Benefits:** Employee Assistance Program available to all staff + 10 additional 'flexi leave' days for Full Time employees.

This role is a chance to shape the future direction of AEP, the opportunity to influence strategy and capability development across offices.

If you're ready for a challenging and rewarding role in a medium but mighty team, and you're up for making an environmental impact with authenticity, we'd love to hear from you.

How to Apply

Please submit your resume and a cover letter in PDF format detailing your interest and qualifications for the position to hr@andersonep.com.au