

Person Specification

Core job information

Job Title	Principal Scientist/Consultant		
Working hours pr wk	Full time; 37.5 hours	Direct Reports:	As required
Reports to (job title)	Technical Director	Current Location:	St Andrews

Job purpose

As a Principal Consultant, you are expected to lead and be responsible for a number of projects which are both general to the work of SMRU Consulting but also capitalise on your expertise and specific skills.

The main purpose of the role is to lead on consultancy and applied research projects, undertaking a range of scientifically robust activities to meet client and end user requirements. This role encompasses applied scientific techniques and project delivery through the application of a high-level technical knowledge, communication skills, project management and stakeholder liaison. SMRU Consulting are known for their ability to bring academic quality, robust science to clients in the private and public sector. This role is also expected to contribute to, grow and develop the brand of SMRU Consulting, including attracting and developing new business.

Main Duties and Responsibilities of the Role

1. Providing a high level of specialist technical knowledge and practical expertise in marine science to develop and support project needs
2. Project managing (incl. SMRU Consulting staff, sub-contractors or others as required in the delivery of projects) to ensure that projects are delivered on time and to budget
3. Writing proposals and tenders including development of budgets
4. Directing and driving the growth and profitability of the business by engaging with existing clients and developing new business as defined by appropriate objectives
5. Be an active member of the science team, identifying, science or knowledge gaps and steering the strategic profile and science vision of the Company through horizon scanning for future opportunities
6. Driving and developing innovative solutions to technical problems encountered by industry or government
7. Liaison with a wide range of stakeholders including industry, academia, NGOs, Government Regulators and Statutory Agencies
8. Maintain and develop the SMRU Consulting brand through appropriate activities and marketing strategies. Key to this will be liaison across the SMRU Consulting group and its relevant academic/client and business partnerships
9. Ensuring scientific quality of project deliverables submitted by the Company
10. Assisting the operational head (Technical Director) of the Company in directing and/or overseeing day-to-day management of activities and staff and supporting strategic planning and implementation.

It is expected that this job description be read in conjunction with the relevant person specification and competency framework.

This job description sets out the duties of the post at the time it was drawn up. Such duties may vary from time to time without changing the general character of the duties or levels of responsibilities and the tasks identified act as a guide only.

You will be required to self-manage and to prioritise the workload in order to enable you to meet work deadlines as required.

This details the attributes e.g. skills, knowledge/qualifications and competencies which are required in order to undertake the full remit of this post.

Knowledge, Skills & Experience			
Attributes	Essential Requirements	Desirable	Means of Assessment
Education & Qualifications (technical, professional, academic qualifications and training required)	<ul style="list-style-type: none"> ♦ Educated to post-graduate level in marine biology 		Application and Evidence
Relevant Experience (examples of specific experience and knowledge sought)	<ul style="list-style-type: none"> ♦ Established track record in the field of marine mammal consultancy or with a commercial or governmental organisation in relation to the offshore renewables industry ♦ Track record of bidding/tendering for external opportunities and a strong commercial awareness ♦ Track record of interactions with industry and / or government stakeholders ♦ Proven project management experience ♦ Knowledge of European environmental legislation relating to marine mammals 	<ul style="list-style-type: none"> ♦ Line management ♦ Undertaken research relevant to assessing effects on anthropogenic activities on marine mammals 	Application and Interview
Competencies & Skills (e.g. effective communication skills, initiative, flexibility, leadership etc)	<ul style="list-style-type: none"> ♦ See below 		Application and Interview
Customer engagement and influencing <ul style="list-style-type: none"> ♦ Actively seeks to identify, understand and deliver to customer requirements ♦ Able to negotiate and influence while remaining independent and objective ♦ Routinely thinks and acts in accordance with the needs of the customers and wider community 			
Managing self <ul style="list-style-type: none"> ♦ Displays commitment to, and takes responsibility for, the direction of personal and organisational development ♦ Naturally curious, a problem solver with a “can do” mind set and hands on approach ♦ Proactively seeks to continuously improve own performance and does not accept sub-standard outputs and actions 			
Planning & delivery of work <ul style="list-style-type: none"> ♦ Plans and organises work to meet individual, team and Company objectives whilst achieving quality and value for money ♦ A focus on quality and attention to detail with strong project solving and analytical skills 			
Working with others <ul style="list-style-type: none"> ♦ Takes responsibility to build and maintain positive relationships and values the opinion of others 			
Communicating with others <ul style="list-style-type: none"> ♦ Communicates effectively, both verbally and in writing ♦ Makes complex issues understandable to non-specialists ♦ Varies the way, ideas and information are communicated ensuring the message is understood 			
Data management & administration <ul style="list-style-type: none"> ♦ Assesses and interprets information in order to identify issues or problems. ♦ Works comfortably with information and communication technologies, for example, generic desktop packages and bespoke systems 			

Competencies & Skills/continued...		Application and Interview
Challenge, managing change and continual improvement <ul style="list-style-type: none"> ◆ Takes personal responsibility to support opportunities for positive change and actively looks for ways to improve what they do ◆ Continually looks to improve their skills, knowledge and the way they work, showing courage and confidence to speak up ◆ Challenging others where appropriate even when confronted with resistance or unfamiliar circumstances 		
Setting direction <ul style="list-style-type: none"> ◆ Understands how own role contributes in achieving the company's and personal objectives and goals ◆ Considers the information, identifies opportunities and makes timely decisions with regard to progressing and improving on team and personal tasks 		
Technical Competencies (Scientific) <ul style="list-style-type: none"> ◆ Provides competent scientific input into delivery and engages with industry and other stakeholders to properly assess their requirements. Is demonstrably skilled in at least five of the following areas: <ul style="list-style-type: none"> ↻ Marine mammal biology and ecology ↻ Noise impact assessment ↻ Marine mammal survey design ↻ Quantitative analysis and experimental design ↻ EIA principles, methods and legislation ↻ Stakeholder liaison 		
Attitude & Disposition	<ul style="list-style-type: none"> ◆ Flexible and adaptable ◆ Positive nature ◆ Willing to work away from the office as required (offshore, UK or overseas) ◆ Can work independently and as part of a small team ◆ Able to contribute to projects that may be outside current areas of expertise 	Application and interview

Essential Criteria:	Requirements without which a candidate would be unable to understand the full remit of the role. Applicants will normally be rejected at the short listing stage.
Desirable Criteria:	Requirements which would be useful for the candidate to have. When short listing, these criteria will be considered when more than one applicant meets the essential requirements.