

## Marine Ecology and Offshore Approvals Professional

<b>Reports to:</b>	Head of WA and Environment
<b>Location:</b>	Perth, Western Australia (some travel anticipated)
<b>Employment type:</b>	Full-time, permanent
<b>Start Date:</b>	February 2025
<b>Direct reports</b>	Employees and contractors over time as the team grows and/or new projects are won.
<b>Location</b>	Office based in Perth CBD (flexible working arrangements).
<b>Job Overview:</b>	<ul style="list-style-type: none"> <li>• Work for a purpose driven expert boutique consultancy.</li> <li>• Play a key role in the clean energy transition to help decarbonise our planet.</li> </ul> <p>Energise Renewables is a purpose driven expert boutique clean energy consulting business that has been established to support the development and delivery of clean energy, and decarbonisation at a time of global climate and energy need.</p> <p>Our team is made up of highly experienced, self-driven, clean energy and environmental consultants across technical, commercial, geospatial, project management, marine science, underwater noise mitigation, environmental impact assessment (mitigation hierarchy), environmental advice services, approvals strategies, First Nations engagement and participation, stakeholders, and regulatory development disciplines.</p> <p>We know that the wellbeing of our people directly contributes to great outcomes for our clients. We work on the principles of distributed leadership, empowerment and self-management, and we have a reward system in place that transparently sees us all share in the business' success.</p> <p><u>The opportunity:</u></p> <p>Actively contribute to the growth of our team and services while upholding the values of self-management, evolutionary purpose, and wholeness.</p> <p>We are currently working with some of the best businesses, investing in and building clean energy projects across Australia – including offshore wind, onshore wind, solar PV, BESS, Power-to-X, and CCS technologies. We specialise in strategic advice on the design, development and build of electricity-infrastructure projects and seek to find solutions that achieve the dual benefit of decarbonising our energy system and supporting our communities.</p> <p>As experienced consultants, we are also working for international donor institutions and government, advising on matters relating to regulatory development. We are also actively seeking to support Traditional Owner Groups and have developed a boutique service designed to facilitate collaboration and partnership.</p>

Working from our Perth office (hybrid), you will be a highly trusted employee with a unique opportunity to support the growth, and success of our presence in the region and more broadly as the world transitions to clean energy.

Essential criteria

- Proven and successful expertise in marine environmental sciences and environmental impact assessment, including experience in applying science within a regulatory setting.
- Knowledge and experience in marine ecology, impactful science connected to environmental policy, including demonstrated understanding of Australian regulatory systems.
- Demonstrated knowledge of related issues and understanding of the complexity and challenges associated with offshore project development including social licence, First Nations considerations and conflicts with other marine users.
- Ability to problem diagnose and seek innovative solutions to address challenges which arise from clean energy sector development and operation in marine and coastal environments.
- Exceptional interpersonal, report/business writing and verbal communication skills including the ability to communicate effectively with a range of stakeholders.
- Project management experience and a demonstrated ability to work effectively in diverse cultural contexts.
- Post-graduate qualifications in a science-related field are required; a background in marine or environmental science is preferred.

Personal attributes:

Calm, reliable, outcomes-focused and professional. You should be a self-starter, a strategic thinker, be able to build strong relationships and meaningful dialogue with clients and potential clients.

You must be flexible and adaptable, able to work with the Head of WA and Environment with support from the wider Energise network.

Role outline:

1. Strategic Leadership:

- a. Build and deliver specialised environmental approvals and studies services consistent with Energise's WA, Environment and Oceans Strategies and associated service offerings.
- b. Develop and implement environmental approvals strategies for key projects within the Energise portfolio.
- c. Lead project/task specific work streams in Energise.
- d. Select, procure and manage third party consultants to ensure high quality work and on time delivery.

	<ul style="list-style-type: none"> <li>e. In collaboration with clients, scope and implement marine and coastal baseline studies that are needed to inform assessment and decision making.</li> <li>f. Develop and oversee the implementation of monitoring programs, including impact verification and adaptive management studies.</li> <li>g. Provide leadership, guidance and advice as needed on environmental matters as they relate to Energise’s service offerings.</li> <li>h. Provide support to head of WA and Environment as required.</li> </ul> <p>2. <u>Business Development &amp; Stakeholder Engagement:</u></p> <ul style="list-style-type: none"> <li>a. Lead regulatory engagement on all key marine environmental approvals in conjunction with Head of WA and Environment.</li> <li>b. Work closely with stakeholder engagement, first nations heritage and fisheries liaison leads to develop and implement impact mitigation and social licence programs.</li> <li>c. Work closely with Head of Environment and WA to build new, bespoke services and deliver high quality services to existing clients including, strategic EIA services, Nature Positive Strategies, Underwater Noise Mitigation Plans, and First Nations Sea Country Programs.</li> <li>d. Where mutually beneficial, seek opportunities to build business and/or partnerships with government, industry, consultants, First Nations groups and clean energy developers.</li> <li>e. In collaboration with the Head of WA and Environment, lead the curation and implementation of strategic services including Strategic EIA advice, Fisheries co-location, Marine Mammal and Underwater Noise Mitigation, Nature Positive and Habitat Enhancement strategies and other relevant elements of the WA, Environment and Oceans Strategies.</li> <li>f. Act as the face of Energise Renewables in the region at industry events, meetings, and forums as they relate to clean energy projects in WA.</li> <li>g. Cultivate a positive brand reputation and presence within WA.</li> <li>h. Support outreach efforts, positioning Energise Renewables as a consultancy of choice.</li> </ul> <p>3. <u>Operational Management:</u></p> <ul style="list-style-type: none"> <li>a. Ensure top-tier service delivery to our clientele.</li> <li>b. Operationalise the the WA, Environment and Oceans Strategies.</li> </ul> <p>4. <u>Project Delivery and Environmental &amp; Regulatory Advice:</u></p> <ul style="list-style-type: none"> <li>a. Lead the successful delivery of approvals and marine/coastal studies programs to deliver on timely and high-quality decisions.</li> </ul>
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	<ul style="list-style-type: none"> <li>b. Act as a specialist advisor (both internally and externally) on matters relating to the marine and coastal environmental assessment and management matters.</li> <li>c. Support the Head of WA and Environment on matters relating marine and environmental management programs and services.</li> <li>d. Support the broader Energise team in relation to the execution of fisheries (commercial and recreational) engagement and project implementation.</li> </ul> <p>5. <u>Financial Planning:</u></p> <ul style="list-style-type: none"> <li>a. In collaboration with the Head of WA and Environment and the Energise Partners, forecast financial opportunities as they relate to the marine, coastal, and general environmental services.</li> <li>b. Manage budgets for projects and programs as required.</li> <li>c. Support sustainable growth and financial health.</li> </ul>
<p><b>Company values</b></p>	<p><b>Self-Management</b></p> <p><u>Freedom Under Responsibility</u></p> <ul style="list-style-type: none"> <li>• Embracing a culture where everyone is trusted to manage their work and make key decisions.</li> <li>• Participating in a dynamic hierarchy, adapting leadership roles based on project needs and individual strengths.</li> </ul> <p><u>Collaborative Autonomy</u></p> <ul style="list-style-type: none"> <li>• Cultivating independence in thinking and managing time collectively.</li> <li>• Holding ourselves accountable for contributing meaningfully to our purpose, we ensure that our services are delivered with reliability and integrity.</li> </ul> <p><b>Evolutionary Purpose</b></p> <p><u>Sense and Respond</u></p> <ul style="list-style-type: none"> <li>• Our overarching purpose evolves with market changes and our team composition.</li> <li>• We value agility to seize opportunities while staying true to our core identity.</li> </ul> <p><u>Collective Growth and Learning</u></p> <ul style="list-style-type: none"> <li>• We all contribute to the organisation's growth beyond the founders.</li> <li>• We recognise and reward both monetary and non-monetary value creation.</li> <li>• We embrace uncertainty while ensuring clear tools promote organisation, fostering a culture of continuous learning.</li> </ul> <p><b>Wholeness</b></p> <p><u>Inclusive Culture</u></p> <ul style="list-style-type: none"> <li>• We embrace and appreciate the diverse personalities and identities within our team.</li> <li>• We perceive each other based on our actions, fostering a culture of mutual respect.</li> </ul>

	<ul style="list-style-type: none"><li>• We create an environment where everyone feels comfortable bringing their authentic selves to work.</li></ul> <p><u>Balancing Life and Work</u></p> <ul style="list-style-type: none"><li>• We prioritise a healthy work-life balance for all team members.</li><li>• We explore inclusive events to strengthen team bonds and well-being.</li></ul>
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