

Position Description

Senior-level Lead Ecologist

Location: Canberra

Reports to: Operations Manager

Work model: Hybrid Work Model

Employment type: Permanent Full-time

Your Next Chapter Starts Here

At Eco Logical Australia (ELA), A Tetra Tech Company, we're more than just an environmental consultancy. We're a multi-disciplinary community of over 200 approachable experts who lead with science to inform critical environmental decisions and deliver positive solutions.

Our "Find Your People" philosophy means you'll be surrounded by smart, grounded, and genuinely supportive teammates who love what they do. Our clients trust and rely on us for solutions; together, we work on some of the most complex and meaningful biodiversity projects in ACT, NSW and beyond.

ELA operates autonomously within the Tetra Tech group, a leading provider of consulting services worldwide with a network of 49 specialist companies. This unique blend of local expertise and international strength gives our clients the agility of a mid-sized consultancy, backed by the security, resources and opportunities of a global organisation.

We're deeply committed to creating a welcoming, inclusive and supportive workplace where everyone feels they belong and their contributions are genuinely valued. **This commitment is grounded in our core values: Listen First, Share Your Genius, Be Courageous, and Feed the Culture.**

Our recruitment practices uphold equal opportunity and accessibility, and our culture actively supports professional growth, wellbeing, and career development in a safe and respectful environment. We offer full-time, part-time and flexible work arrangements—so our people can live their best lives while doing their best work.

Our Reconciliation Action Plan (RAP) is in place, and we are proud to partner with CareerTrackers to provide meaningful internship opportunities for First Nations University students

That's what makes us more than just an environmental consultancy.

What You'll Be Doing

We are looking for a motivated and enthusiastic Lead Ecologist to join our Canberra team. We've been working in the Canberra Region for over 15 years and need the right person to build on our strong local ecology legacy and take the team forward for success.

You will play a key role in leading and coordinating ecological projects, ensuring they are delivered efficiently and effectively while maintaining the highest scientific and regulatory standards. Drawing on your knowledge and experience in ecology and process in the ACT and beyond, you will provide expert advice to clients, lead flora and fauna assessments, develop survey methodologies and field programs, and oversee technical excellence across project delivery.

As a people leader, you will inspire, mentor and grow your team of ecologists, fostering a collaborative and positive culture while supporting professional growth and high performance. You will also contribute to business development by identifying new opportunities, building strong client relationships, supporting work-winning activities, and managing projects and budgets to achieve successful outcomes.



This is an exciting opportunity to shape the growth of our Canberra ecology team while delivering innovative environmental solutions across a diverse range of projects in the renewables, resources and conservation sectors.

What You'll Bring

This role will allow you to combine your passion for ecology, environmental management and environmental legislation to deliver high-quality outcomes for our clients and the environment.

To be successful, you will have:

- Tertiary qualifications in Ecology, Zoology, Botany or Environmental Science, or a related discipline
- Minimum 7 years' ecological experience (preferably in the ACT or Southern NSW)
- Expertise in flora and/or fauna species identification, with strong knowledge of the key ecological priorities in the ACT and Southern NSW region
- Strong working knowledge of ACT Government, New South Wales and Commonwealth environmental legislation
- Experience working under the NSW BAM
- Demonstrated experience in project and budget management
- Previous consulting and business development experience (desirable)
- Experience planning, coordinating, and leading field surveys
- Excellent written and verbal communication skills, with the ability to produce high-quality reports and assessments
- Strong leadership and mentoring skills, with experience supporting and developing others within a team
- A current driver's licence.

Why You'll Love Working with Us

You'll love working with us because we will value your expertise, encourage your curiosity and your contributions will have a real-world impact. You'll be part of a team that genuinely enjoys what they do and supports each other to succeed. We offer,

- A competitive salary subject to annual review
- Workplace flexibility
- Paid birthday leave
- Health & Wellbeing programs
- Study assistance scheme and learning opportunities with industry experts
- Collaboration on national projects, building your expertise within a supportive community of practice
- Professional development opportunities
- Genderless 12-week paid parental leave
- Salary sacrifice into superannuation and the ability to purchase 4 weeks of additional annual leave
- Opportunity to participate in Tetra Tech employee stock purchase program, and purchase at a discounted rate (NASDAQ TTEK).



Most of all, we offer purpose-driven work, incredible colleagues, and the opportunity to grow a career where you don't have to choose between quality of work and quality of life.

Next Steps

If you're an Australian citizen, resident, or hold permanent working rights—and you're looking to join a supportive, values-driven organisation that prioritises workplace culture and offers genuine opportunities for growth and development—**we'd love to hear from you!**

Apply now

- To apply, please forward your application (including a cover letter addressing the above criteria) to our People and Culture team, via email recruitment@ecoaus.com.au
- For further information about the position, please contact Kalya Abbey, Operations Manager, via KalyaA@ecoaus.com.au
- Applications close: Sunday, 06 September 2026

Come and see if our people are your people.