

Position Description

Ecologists – mid level to Principal

Location: Flexible locations across Australia	Reports to: Operations Manager
Work model: Hybrid Work Model available	Employment type: Full-time or Part-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 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 progressing, and we're 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.

About you

We are keen to hear from enthusiastic and driven Ecologists who have a few years of experience right through to Principal level. You will be seeking an opportunity to join a company where you can continue to learn and grow your passion for ecology, follow your unique purpose, and provide environmental solutions that make a difference to our clients and the planet.

What You'll Be Doing

You'll contribute to a diverse range of conservation planning and management, land development, infrastructure, and renewable energy projects, delivering practical environmental and ecological solutions for our clients. We encourage our team to challenge traditional approaches to project delivery and value creative, forward-thinking ideas that drive innovative outcomes.

Depending on your level of experience, as an Ecologist, you will:

-  Plan, coordinate and undertake ecological fieldwork.

-  Prepare or contribute to ecological and biodiversity reports and provide advice to clients.
-  Collaborate across disciplines, contributing to a positive, high-performing team environment.
-  Communicate clearly with clients, landholders, and regulators—turning technical concepts into accessible, honest advice.
-  Mentor and support junior ecologists to shape technical excellence across ELA's ecology team.
-  Enjoy solving problems that make a real difference.

What You'll Bring

-  Tertiary qualifications in Environmental Science/Ecology or related discipline.
-  At least 3 years of ecological experience, ecologists with more extensive experience are strongly encouraged to apply.
-  Experience planning, coordinating, and undertaking ecological fieldwork.
-  Working knowledge of relevant State and Commonwealth environmental legislation.
-  Ability to work well in a team and to mentor staff within your technical expertise.
-  Strong analytical, written and verbal communication skills.
-  Experience preparing a range of high-quality reports such as environmental assessments and management plans.
-  A current manual driver's licence and willingness to travel for fieldwork.
-  Ecological Consulting and Project Management experience

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.

Apply now

- 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!
- 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

Come and see if our people are your people.