

NSW Mid-Senior Level Ecologist

Location: Flexible across NSW | **Work model:** Hybrid work model available | **Employment type:** Full-time or part-time | **Reports to:** Operations Manager

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 truly makes us more than just an environmental consultancy.







If you're ready for your next big opportunity - we want to meet you.

We're seeking Mid to Senior-level Ecologists eager to further develop their ecological expertise and project experience while delivering positive environmental solutions. Whether you're contributing to conservation planning and management, land development, infrastructure, or renewable energy projects, you'll play a vital role in delivering high-quality environmental and ecological solutions for our clients.







You'll be part of a national team of ecologists, GIS specialists, and planners who share your commitment to delivering high-quality outcomes. With strong support, genuine flexibility, and a focus on professional growth built into the role, you'll have the opportunity to shape a career that fits your strengths, interests, and goals.

What You'll Be Doing

As an experienced Ecologist, you will:

-  Lead and deliver biodiversity assessments under the NSW Biodiversity Offsets Scheme (BOS).
-  Prepare ecological and biodiversity reports and provide advice to clients.
-  Manage and undertake field surveys, including vegetation mapping, vegetation integrity assessments, flora/fauna surveys, and habitat condition analysis.
-  Collaborate across disciplines, contributing to a positive, high-performing team environment.
-  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.
-  5+ years of ecological experience (preferably in NSW).
-  Strong fauna and/or flora species knowledge and identification skills, and knowledge of threatened species and ecological communities.
-  Working knowledge of NSW and Commonwealth environmental legislation.
-  Experience planning and undertaking ecological fieldwork.
-  Strong written and verbal communication, with 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.

Bonus Points For

- Experience in offset site assessments or credit trading.
- Experience in carrying out BAM assessments and preparation of BDAR, BCAR or BSSAR.
- Previous consulting or project management experience.
- A desire to mentor and share knowledge with others.

Why You'll Love Working With Us

Because we actually mean it when we say, "Find Your People." At ELA, 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
-  Collaborate on projects across the country, 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 2 weeks of additional annual leave
- 📈 Opportunity to participate in the 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

✉ 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 more information, contact Meredith Henderson, Senior Principal Ecologist and Head of Technical, via MeredithH@ecoaus.com.au

Come and see if our people are your people.