

Position Description

NSW BAM Accredited Assessor

Location: Flexible across NSW

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.

If you're a BAM-accredited ecologist who's ready for your next big opportunity — we want to meet you.

We're seeking a Senior or Mid-Level BAM-Accredited Assessor who blends scientific rigour with clarity, ethics, and collaboration. Whether you're assessing development impacts or guiding stewardship site assessments, you'll play a vital role in delivering high-quality, defensible advice that protects biodiversity while enabling responsible development.

You'll work alongside a national network of ecologists, GIS experts, and planners who share your commitment to getting it right. With strong support, flexibility, and professional development baked into the role, you'll have the space to shape the kind of career that works for you.

What You'll Be Doing

As a BAM-accredited assessor and a natural leader who genuinely cares about your team, you will:

 Lead biodiversity assessments under the NSW Biodiversity Offsets Scheme (BOS), including Biodiversity Development Assessment Reports (BDARs) and Stewardship Site Assessments.

 Undertake and oversee ecological field surveys, including vegetation mapping, vegetation integrity assessments, flora/fauna surveys, and habitat condition analysis.

 Ensure technical accuracy, using the BAM calculator and associated tools with precision and attention to detail.

 Communicate clearly with clients, landholders, and regulators—turning technical concepts into accessible, honest advice.

 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.

 Stay current and connected, participating in forums and staying up to date with legislative, ecological, and BAM framework updates.

 Enjoy solving problems that make a real difference.

What You'll Bring

You are a thoughtful, knowledgeable ecologist with a keen eye for detail, a strong ethical compass, and a collaborative spirit. You'll bring:

☒ Current BAM accreditation under the NSW Biodiversity Conservation Act.

 Expert field ecology skills in flora and/or fauna identification in NSW, including threatened species.

 Deep knowledge of NSW ecological communities, vegetation classification, habitat assessment, and ecological processes.

 Proficiency in the BAM calculator, BOS tools, and relevant NSW legislation (e.g. BC Act 2016).

 Strong written and verbal communication, with the ability to craft high-quality, defensible reports.

 Organisational and project management skills, with the ability to work independently and in teams.

 A current manual driver's licence and willingness to travel for fieldwork.

Bonus Points for:

- Experience with offset site assessments or biodiversity credit trading.
- GIS and spatial mapping capabilities.
- Consulting experience and/or well-developed client relationship skills.
- A passion for mentoring and sharing knowledge.

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
- For further information about the position, please contact Stacey Wilson, Principal Ecologist and Ecology Discipline Lead, via StaceyW@ecoaus.com.au

Come and see if our people are your people.