

Position Description

NSW Mid-Senior Level Ecologist

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 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

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.