

Position Description

Principal Ecologist

Location: Coffs Harbour | **Work model:** Hybrid work model available | **Employment type:** Full-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.

About the opportunity

With the continued success and growth of our Coffs Harbour office, we are looking for a motivated and experienced Principal Ecologist to join our team. Based in the picturesque Coffs Harbour region, this role offers an exciting opportunity to lead projects, mentor junior consultants, and contribute to the strategic direction of the office. For the right person this role could also develop into an operational leadership role.

As a Principal Ecologist, you will serve as a technical expert, offering guidance and mentorship to junior staff. Your knowledge of threatened species and ecological communities in the region will allow you to lead high-quality assessments and contribute to innovative environmental management solutions. You

will be responsible for developing methodologies and protocols, planning and leading field surveys, and ensuring technical excellence in project delivery.

The Mid North Coast Region of NSW is undergoing a period of transformative growth, supporting the New England Renewable Energy Zone, the conservation estate, urban expansion and local and state significant infrastructure development. This could be your chance to make your mark and contribute to positive environmental outcomes at this pivotal point in NSW history.


About you


This role will allow you to combine your passion for ecology, environmental management, legislative knowledge, and leadership skills to create high-quality work and great outcomes for our clients and the environment.

To be successful, you will have:


- Degree qualifications in Ecology, Zoology, Botany, Environmental Science, or a related discipline
- Minimum 10 years' ecological experience (preferably in NSW)
- Accreditation under the NSW Biodiversity Offset Scheme (BAM) is highly desirable.
- Expertise in flora and/or fauna species identification, with strong knowledge of threatened species and ecological communities
- Strong understanding of New South Wales and Commonwealth environmental legislation
- Demonstrated experience in project and budget management
- Previous consulting and business development experience (desirable)
- Demonstrated experience in managing and leading large-scale ecological assessment and management projects
- Excellent written and verbal communication skills, with the ability to produce high-quality reports and assessments, as well as review and provide constructive feedback on the work of others
- Demonstrated leadership and mentoring skills, with experience supporting and developing junior ecologists
- A current Australian driver's licence.

About the location

 Discover the City of Coffs Harbour nestled on the stunning Mid North Coast of NSW with its pristine beaches, lush rainforests and the only spot in NSW where the Great Dividing Range meets the Pacific Ocean. Only a short drive in nearly any direction will have you exploring the local national parks, walking trails and waterfalls in no time. Coffs Harbour is the perfect balance between country living and having all the convenience of a city at your fingertips without the hustle and bustle of large city living.











 Coffs Harbour and the surrounds have endless restaurants, cafes and fresh caught seafood to enjoy, while sitting back and enjoying the view of the rolling mountains or one of our many beaches.

We are well placed between Sydney and Brisbane and are a popular location for local and national sporting events and live music.

 Our office is located in the heart of Coffs Central, only a few minutes walk away from multiple great coffee and lunch spots. We're also only a 7-minute drive from the beautiful Coffs Harbour foreshore. Start your day with a walk along Mutton bird Island, a protected nature reserve offering panoramic views over the harbour and the Solitary Islands Marine Park.

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, a day off to celebrate your birthday !
-  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 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

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 career 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 recruitment@ecoaus.com.au

For more information, contact Andrew Walsh, Operations Manager – Andrew.walsh@ecoaus.com.au

Applications close: Sunday, 21 September 2025

Come and see if our people are your people.