



Career Summary

Career title: Technical Director

Location: Flexible

Term: Permanent

We have a distinctive opportunity for an ambitious and collaborative individual to develop and progress their career as Technical Director to lead business development and manage environmental impact assessments. This would be ideal for experienced candidates that enjoy technically leading and managing environmental water and peat management assessments and are now looking to step their career up a level. We provide hydrology, water resources and peat management EIA chapters for a diverse range of nationally significant renewable energy infrastructure projects, including onshore wind and solar, and transport infrastructure projects.

This is a key technical and business development role within a small and successful SME, working closely with the company Directors to grow the business. Our staff have good opportunity for personal development on fair salaries and wider benefits, with additional tax-free bonus linked to profit share. Successful performance in this role would lead to enhanced discretionary bonus and a position as a company Director.

The successful candidate will ideally be chartered with CIWEM, IEMA or ICE.

Your line manager will be our Director and Head of Consultancy, Paul Blackman <https://www.linkedin.com/in/paul-blackman-9a1a8324/>.

Although the position will be based in our Cardiff office, we will also consider remote working arrangements in other locations, particularly where there are business development benefits.

The indicative pay band for this role is between £50,000 and £60,000, plus benefits that include 5% matched pension contributions, generous 40.5 day leave entitlement, tax-free bonus entitlement and flexible working.

Please email your CV and covering letter to jobs@hydrosolutions.co.uk by 26 June 2023.

Objectives

Your objectives for the first year will include the following:

Technical Objectives

- Undertake the Project Executive role for the management of water environmental assessments for large infrastructure projects including wind farms, solar farms, hydropower, transport infrastructure and development sites. In this role you will support the Project Manager and be responsible for technical oversight and guidance, review of outputs, implementation of quality, health and safety and contractual processes.
- Typical outputs for our current EIA work include:
 - hydrology, hydrogeology and geology EIA chapters,
 - private water supply risk assessments,
 - groundwater dependent terrestrial ecosystem assessments,

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- surface water management plans,
- pollution prevention and incident plans,
- water quality modelling,
- peat surveys,
- peat management plans,
- peat landslide risk assessments,
- carbon balance assessments,
- Water Framework Directive assessments,
- geomorphological assessments,
- associated fieldwork and data collection.
- Ideally, you will have particular expertise in the assessment of the impacts of development on hydrological features, peatland habitats and geomorphology.
- Develop the technical capability of staff in at least one of the following technical areas according to your experience:
 - peat management
 - water quality,
 - WFD assessment,
 - aquatic ecology,
 - geomorphology,
 - contaminated land,
 - river restoration.
- Mentor junior staff towards chartership with CIWEM, IEMA or ICE.
- Undertake line management responsibility for staff, including undertaking annual reviews and setting of personal development and performance objectives.
- Create a good working rapport with other team members, communicating effectively internally and externally to achieve the best possible outcomes.
- Represent the company convincingly and with technical authority at a senior level.
- Be fully conversant with the regulatory framework that underpins your work and influence the implementation of the regulatory framework in your area.
- Identify, agree and implement recruitment requirements with the Head of Consultancy.

Project Management & Work Winning Objectives

- Manage your workload and those of your team, usually balancing the requirements of up to 10 projects simultaneously, to achieve the required quality to budget and programme.
- Undertake the Project Executive role for projects up to £100k in value.
- Bid leader for proposals up to £100k in value.
- Develop a clear understanding of our strategic and business needs and priorities and contribute to the formulation of these for your consultancy activities.
- Develop and implement a marketing plan to grow your sector of the business and monitor against agreed, realistic growth targets linked to bonus.

Opportunities Beyond Year One

If you are successful in developing business and growing your team you will have the opportunity to become a company Director with responsibility for a sector of the consultancy business. In this role you will work with the other Directors to formulate and monitor business plans, reporting to the Board of Trustees.

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WHS Benefits

We offer the following benefits:

- As a small, employee-owned business we provide a personable and dynamic work environment that rewards achievement and provides opportunity to work across other specialisms.
- WHS has a generous 40.5 day holiday allowance. Staff may 'buy or sell' additional annual leave at the start of each year.
- As an employee-owned trust, we provide tax-free bonuses to all staff and operate a separate performance-related bonus scheme. Distribution of bonus is dependent on achieving a minimum profit level.
- We provide a company pension scheme, with employer matched contributions of 5% of salary. This increases by 1% each year following 5 years' service, to a maximum of 10%.
- We are part of the Cycle to Work scheme.
- We provide a Medicash health plan offering cashback on your everyday healthcare treatments, checks and therapies; access to a virtual GP and face to face counselling.
- Staff are encouraged to take an annual 'Environment Day' to support environmental or educational volunteering projects.
- We operate a flexible working hours system.
- As a small company, there is significant opportunity for employees to improve the business, be that through systems improvement or identifying new work opportunities. Equally, there is high visibility to the WHS senior management team of the contributions made by employees, which are appropriately rewarded through profit sharing and career progression opportunities.
- We have a formal appraisal system matched by personal development plans and each member of staff has access to 5 days every year for targeted training and professional development.
- We pay for professional membership of the appropriate body.
- Through our affiliation with the Centre for Ecology and Hydrology there is the direct opportunity to interact with leading scientists within their fields and to contribute to the further development of models and methods deployed within our software products.

About WHS

Wallingford HydroSolutions (WHS) is an employee-owned water and environmental consultancy, established by the Natural Environment Research Council in 2004. We are well known throughout the UK as the developer of the Flood Estimation Handbook and LowFlows / Qube software. Since our formation we have grown to provide a comprehensive range of consultancy services focussing on the water environment. We are passionate about using our robust analytical skills and national credibility to help our clients realise their development ambitions. Our consultancy work across the UK is primarily delivered through our Cardiff office whilst software product development is focused in our Wallingford office.

Our consultancy business continues to deliver sustained growth working with clients across a range of sectors including house building and commercial development, renewables, power and transport infrastructure and regulatory agencies.

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