



Career Title: Principal/Associate EIA Water Specialist

Location: Cardiff (Highly Flexible Hybrid – min 1 day per week in office, 4 days remote)

Salary: £55,000 - £65,000 (depending on experience) + transparent, structured bonus scheme

Term: Permanent

About Us

We are an agile, specialised water environmental consultancy based in the heart of Cardiff. As an Employee-Owned Trust and SME, we operate without rigid corporate bureaucracy. We pride ourselves on technical excellence, quick decision-making, and giving our senior team true autonomy over their projects. We know that high-calibre environmental specialists do their best work when they are trusted, well-compensated, and given the space to focus.

The Opportunity

Are you an experienced water environment specialist who loves deep technical work but is feeling burnt out by pure EIA coordination? If you are tired of spending your days managing administrative timelines, chasing sub-consultants, or losing hours to a mandatory 3-to-4-day weekly commute, this role is designed for you.

We are seeking a Principal or Associate Water EIA Consultant to act as a technical anchor for our water environment team. This is a role focused on the craft of technical authoring and the rewarding mentoring of our junior specialists - not box-checking administration.

Key Responsibilities

- **Client Relationships:** Work with clients to build, maintain and support strong business to business relationships, drawing on experience of delivering practical, water related solutions, that meet client and stakeholders' requirements.
- **Technical Authoring:** Lead, write, and technically review high-quality water Environmental Impact Assessment (EIA) chapters focusing on hydrology, hydrogeology, water quality, and flood risk.
- **Technical Stewardship:** Own the technical delivery of water environment outputs across a diverse pipeline of regional infrastructure, development, and environmental schemes.
- **Mentoring:** Act as a dedicated mentor to junior and mid-level consultants, guiding their technical writing skills and helping them progress toward professional chartership.
- **Regulatory Liaison:** Engage confidently with key stakeholders, clients, and regulatory authorities such as Natural Resources Wales (NRW) to steer projects through complex planning environments.
- **Strategic Input:** Work closely with company leadership to shape our regional water sector strategy and provide technical guidance on business development opportunities.

Wallingford HydroSolutions Limited

Registered in England and Wales, No: 05025973

Registered office: Stables 4, Howbery Business Park, Wallingford, OX10 8BA

VAT Registration No: 851427138





About You

- **The Expertise:** You have a proven track record of writing and defending robust hydrogeology, hydrology, and water environment chapters for complex EIAs.
- **The Qualification:** You hold a degree (or equivalent postgraduate qualification) in Hydrology, Hydrogeology, Environmental Science, Civil/Environmental Engineering, or a closely related discipline.
- **Professional Standing:** You are a chartered professional (e.g., via CIWEM, ICE, or Geological Society) or are actively working at a senior level toward achieving it.
- **The Mindset:** You want to step away from the rigid politics of top tier consultancies, take genuine ownership of your work, and thrive in an environment that prioritises deep-focus work over corporate metrics.

What We Offer

- **True Hybrid Flexibility:** This role requires a minimum of just 1 day per week (or 2 days per fortnight) in our Cardiff office for team collaboration.
- **Competitive Compensation:** A base salary of £55,000 to £65,000 matched with a transparent, structured bonus scheme tied directly to the success of the water environmental pipeline.
- **Clear Path to Directorship:** As a key technical anchor in our agile team, your impact will be highly visible, offering an accelerated and transparent path to Technical Director level.
- **Comprehensive Benefits:** Generous annual leave (40.5 days), MediCash healthcare, enhanced pension contributions, and funded professional memberships.

WHS Benefits

We offer the following additional benefits:

- Staff may 'buy or sell' additional annual leave at the start of each year.
- As an employee-owned trust, we provide tax-free bonuses and operate a separate performance-related bonus scheme.
- 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.

About WHS

Wallingford HydroSolutions 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. We have grown to

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provide a comprehensive range of consultancy services focussing on the water environment and 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.

To Apply

If you are ready for a refreshing change of pace, a lighter commute, and true technical ownership, we want to hear from you. Please submit your CV through jobs@hydrosolutions.co.uk or contact our Director Paul Blackman at paul.blackman@hydrosolutions.co.uk for a completely confidential and exploratory discussion.

Eligibility to apply: You must have the right to work in the UK.

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