



**Q1
2025**

**ENVIRONMENTAL
CONSULTING
JOB MARKET**

QLD, NSW, VIC, SA - AUSTRALIA

ALRA

Market Sentiment

- Contaminated Land
- Hydrogeology & Hydrology
- Planning & Approvals
- Ecology - Flora & Fauna
- Engineering / Other

Generally speaking, Environmental Consultants have enjoyed a fairly buoyant market landscape; most firms with ample volumes of work keeping teams utilised. Head count for the most part is stable, albeit a few tail-end redundancies from 2024 playing out in 2025 out from the top tier firms primarily due to consolidation and international directives.

Most firms are looking ahead and are cautiously optimistic but a cyclical pause is occurring in decisions on moving forward, due to the upcoming federal election in May and other factors such as Easter / school holidays, as well as the Trump Tariffs impacting confidence.

Markets/clients that are keeping consultancies busy include those in the Renewables Transition, Defence (PFAS programs and Maritime fortifying), and the Olympics in QLD.

Victoria is where we are seeing the most softness in the market.

Most firms have secured work and are keeping their heads just above water. My feeling here is that there is market share to be gained for those who can weather this period and maintain or grow headcount. There are companies doing incredible output in VIC still, largely due to long term contracts with developers and government. Any firm heavily leveraged in the past 5 years on transport infrastructure is still scrambling to secure a future pipeline of reliable work.

In New South Wales, it's more of the same. Transport infrastructure, Power, Residential and commercial developments in Sydney, whilst more regionally it is Renewables, Defence, Mining and Property buoying the market. There is still a fight for talent in Sydney, and the challenge here is retaining talent who is opting to relocate to escape high cost of living in the capital city.

Queensland is still a mining / Oil & Gas powerhouse, with an interesting eye on approval rates for new mines dropping.

Brisbane is in a remarkable position right now; not just with the coastline of Australia Asia Pacific facing and receiving a large percentage of Defence upgrades but their Planning (wind farms) amendment regulation 2025 now requires all development applications for wind farms subject to impact assessment, therefore requiring statutory public consultation. This will only fuel consulting activity and with the Olympic infrastructure plan now confirmed, there is a real sense of a 'finger on the button' across all firms, waiting for the tsunami of work to drop.

Strategic hires remain strong, seeing new offices spring up interstate and new service lines being added across the country. We also have many requests from clients to assist with opening up new offices in Perth, Sydney and Brisbane; the clear hot spot for future pipeline.

All in all, there is hiring in all cities and as we move past the election and Easter period, opportunities are going to start to pick up pace.

Job Snapshot

Contaminated Land:

New South Wales

- CHATSWOOD: NSW State Leader, Growth Focus, Auditors, National Firm \$235k..... 10
- SYD: Principal Environmental Scientist, Technical Focus. \$180k.....11
- SYD: Senior / Associate CLM, great variety and pipeline \$135k – \$170k.....12
- NTH SYD: Senior Environmental Scientist, PM Brownfield Sites \$120k – \$140k..... 13
- NTH SYD: Senior Environmental Scientist, Global
- SYD: Snr / Associate Audit Assist, support a number of EPA Auditors in Sydney..... 14
- SYD: Managing Consultant CLM
- SYD: Principal Risk Assessor
- SYD: Principal Risk Advisor – Property & Land (Remediation).....15

QLD:

- BRIS: Audit Assist, 3 Auditors on staff, Pathway to Auditor
- BRIS: Senior / Associate Environmental Scientist, 4x QLD Auditors, \$145k.....16
- BRIS: Senior Environmental Scientist, PM, National firm.....17

VIC:

- MELB: VIC State Manager, BD, Global backing.18
- NTH MELB: Area Manager, Growth Focus, National Firm
- MELB: Open Melbourne Office and Grow, International, Auditors, \$250k + shares
- MELB: Associate Environmental Scientist, Technically Minded, Work with one of the best Auditors. \$135k – \$185k
- MELB: Principal Environmental Consultant, Generalist, Tech Review and PD \$180k
- MELB: Senior Environmental Scientist, Generalist to Project Manage

SA:

- ADE: Senior Environmental Scientist / Engineer to PM on Large Transport Project, \$150k
- ADE: Principal Environmental Consultant, Help build office of Melb firm, \$160k

Ecology:

NSW

- SYD: Principal Ecologist
- SYD: Senior Ecologist / Botanist / BAM, Global Firm, Major Projects..... 19
- CASTLE HILL: Senior Ecologist BAM

QLD:

- WEIPA: Principal / Senior Ecologist, Mining in Regional Nth Qld.....20
- REMOTE: Principal / Senior Ecologist, Mining, fully remote for a boutique in Nth QLD
- BRIS: Ecology Team Leader, Renewables and Developments, Brisbane..... 21
- BRIS: Senior Ecologist, firm with no Mining or Extractive
- BRIS or SUNSHINE COAST: Senior Ecologist, Transport and Olympics
- SUNSHINE COAST: Senior Ecologist

VIC:

- MELB: Team Leader, Ecology
- MELB: Principal Ecologist / Botanist, Technical Delivery (no BD) \$170-\$200k..... 22
- MELB: Managing Ecologist, Strategic and Operational Lead, Team of 9, \$180k-\$200k

Planning & Approvals:

- SYD: Principal Environmental Planner – Lead a team on EIA / EIS
- SYD: Regional Renewables Energy / Growth Lead (QLD / NSW / VIC) \$335k + profit.....23
- SYD: Associate Environmental Planner
- BRIS: Senior Environmental Planner / Approvals, Major Transport Projects
- BRIS: Senior Environmental Planner / Approvals, Renewables

Water: Hydrogeology / Hydrology:

- SYD: Principal Hydrogeologist, East Coast Lead Growth \$180-\$240k
- SYD: Mining Assessments and Approvals, Senior Water Resources Engineer..... 24
- BRIS: Principal Hydrogeologist, Transport Infrastructure
- Senior Hydrogeologist, Mining Groundwater Management

Other:

- BRIS, NEWC or SYD: Sector Lead, Maritime Structural Engineering (Ports & Defence).....26
- Coastal Engineer, Project Manager
- BRIS: GIS Consultant 2-6yrs experience, Renewables and Property Developments.....27
- BRIS: Senior Power Engineer, Olympics Entrenched, Global Sustainability Firm



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SALARY GUIDE

QLD, NSW, VIC, SA - AUSTRALIA

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Salary Guide



Contaminated Sites

TITLE	Exp	Salary	Location
Senior Hydrogeologist	5	\$90,000	Townsville
Senior Environmental Scientist	6	\$103,000	Newcastle
Environmental Scientist	6	\$100,000	Melbourne
Senior Environmental Consultant	6	\$120,000	Melbourne
Senior Environmental Engineer	6	\$107,500	Brisbane
Senior Environmental Scientist	7	\$105,000	Melbourne
Senior Hydrogeologist	7	\$150,000	Sydney
Senior Environmental Scientist	7	\$100,000	Melbourne
Environmental Scientist / Consultant	7	\$85,000	Adelaide
Senior Environmental Scientist	8	\$122,000	Sydney
Senior Environmental Scientist	9	\$96,000	Newcastle
Associate Environmental Scientist / PM	10	\$153,000	Melbourne
Senior Environmental Scientist	11	\$105,000	Melbourne
Senior Environmental Engineer, Risk Assessment	12	\$120,000	Melbourne
Associate Environmental Scientist / PM	15	\$173,000	Melbourne
Principal Environmental Scientist, BD	15	\$183,856	Brisbane
Victorian Manager / Growth Lead	17	\$206,000	Melbourne
Associate Environmental Scientist	17	\$200,000	Sydney
Associate Environmental Scientist	17	\$175,000	Melbourne
Senior Scientist / Project Director	18	\$150,000	Brisbane
Principal Environmental Scientist	18	\$161,434	Melbourne
Principal Consultant / State Lead	18	\$206,000	Brisbane
Principal Environmental Scientist	18	\$185,000	Brisbane
Associate Environmental Scientist	18	\$145,000	Melbourne
Principal Environmental Scientist	18	\$175,000	Melbourne
Technical Director, National Lead	20	\$275,000	Melbourne
Principal Environmental Scientist	25	\$170,000	Brisbane
Senior Principal, VIC Growth Lead	25	\$270,000	Melbourne
Principal Environmental Scientist	30	\$200,000	Melbourne
Principal Environmental Scientist	30	\$180,000	Melbourne
Technical Director	30	\$219,730	Melbourne
Principal Risk Assessor	30	\$218,609	Melbourne

Salary Guide



Ecology

TITLE	Exp	Salary	Location
Ecologist	2	\$80,000	Brisbane
Ecologist	5	\$95,000	Brisbane
Ecologist	5	\$90,000	Brisbane
Senior Ecologist	7	\$110,000	Brisbane
Senior Ecologist	9	\$105,000	Brisbane
Senior Ecologist	11	\$120,000	Brisbane
Senior Ecologist, BAM Accredited	15	\$140,000	Sydney
Principal Ecologist	15	\$150,000	Sydney
Principal Ecologist, Offsets	16	\$160,000	Brisbane
Principal Ecologist	17	\$200,000	Brisbane
Senior Advisor	18	\$160,000	Melbourne
Senior Ecologist	19	\$110,000	Brisbane
Principal Ecologist	20	\$200,000	Brisbane
QLD State Ecology Lead	20	\$215,000	Brisbane
Principal Ecologist / Team Lead	23	\$200,000	Brisbane
Principal Ecologist	25	\$180,000	Brisbane
Principal Ecologist / Regional Lead	29	\$190,000	Sydney

Planning & Approvals

TITLE	Exp	Salary	Location
Associate Environmental Planner	13	\$185,000	Sydney
Technical Director, EIA Planning & Approvals	14	\$237,000	Melbourne
Senior Environmental Planner	15	\$125,000	Brisbane
Senior Advisor	18	\$150,000	Melbourne
Associate Environmental Planner	21	\$200,000	Brisbane
Principal Environmental Scientist, Transport	28	\$250,000	Brisbane
Director - Environmental Planning & Approvals	29	\$250/hr	Brisbane
Principal Environmental Scientist, Renewables	30	\$275,000	Brisbane
Principal Planning & Approvals Lead	30	\$295,000	Sydney
Senior Principal EIA Consultant	31	\$265,000	Brisbane



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HIGHLIGHTED ROLES

QLD, NSW, VIC, SA - AUSTRALIA

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Contaminated Land:

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NSW State Leader Chatswood

- \$180,000 - \$235,000+
- BD Focused Role, Highly Profitable for the Right Person
- Highly Technical Consultancy

Bring some commercial stature to this team as you step into the NSW State Leader position for a technically oriented team who under relatively new management, have systems & revenue in a good space.

Whilst projects are secured and revenue has been consistent (off the back of strong technical prowess / solid scientific deliverables), there is a feeling that there are wider opportunities with existing clients that could quite easily be captured by the right person. This is where you come into your own.

With good, long-standing relationships this should not be a big challenge. An opportunity also exists to 'scale-up' some of the client base and close high end instructions.

As NSW State Manager:

- Lead the team of 15 CLM consultants in Sydney + a remediation contracting team.
- Support Auditors and Audit Assist team to do more audit practice
- Manage / liaise with clients who are primarily government and large-scale corporates.
- Their current client base is a good mix of major infrastructure, urban development, landfill / waste and mining.
- Project pipeline includes multi-year, multi-million-dollar sites which include:
- Multi-Million \$\$ – Site Investigation, Soil Remediation, Groundwater Monitoring and Contaminant Modelling of Contaminated Soil.
- Groundwater Remediation. Chlorinated Solvent Plume and Hydrocarbon NAPL plume migrating towards site boundary.

Contaminated Land:

Principal Consultant, Technical Focus Sydney

- \$180k - \$200k + super
- Technical position, No BD.
- CBD Offices, Flexible Working.

Principal Environmental Scientist in Contaminated Sites to join an Australian Environmental Consultancy whose Sydney office is approaching the 25 Consultants mark and is absolutely firing. Their pipeline of work is strong with a host of projects that require technical review & support.

This is a technically focused role (no BD) with the ideal handover as you succession plan into the position with the current Principal retiring.

The Role:

- The Sydney Team covers; Active NSW Auditor & Audit Assist; PFAS, Hydrogeology, Waste / Landfill and Approvals & Planning
- Significant Urban Renewal Projects / Remediation works + Infrastructure.
- Services: Due Diligence, Infrastructure, Mining, Development / Construction, Hazmat LAA - bit of blend
- Working alongside EPA Auditors who'll lend technical support & training opportunities.
- Large scale corporate support systems & procedures + strong Junior team to support your work.

The Consultancy:

Starting as a small business, this team has grown significantly since it's inception with offices now in Sydney, Brisbane & Melbourne. They offer flexible working, birthday leave, assistance programs, social events + team building activities to just name a few.

Contaminated Land:

Senior / Associate Environmental Scientist, Sydney

- \$135,000 - \$175,000
- Clear path to Principal / Leadership if this is your goal.
- Hybrid working, Gym & Health Memberships, Wellness Programs & so much more.

This is a National Environmental Consultancy of 350+ staff that has grown incredibly quickly over the last 5-10 years and what is more important, RETAINED their staff along the way.

People WANT to work here.

I'm trying to work out why this place above all others has this kind of electricity? What makes this place special?

- Maybe it's because they are delivering some of Sydney's greatest projects, not just the pure contaminated sites work but also innovative technical and digital solutions to go with it?
- Maybe it's a healthy appreciation for protecting margins on projects that has seen their environment thrive and prosper?
- Maybe its allowing staff at all levels have valuable inputs and a voice even with the CEO and National team, despite only a few years of experience?

The Role:

This position bridges the gap between the Seniors & Principals, confidently Leading projects end to end, mentoring Juniors & beginning a path towards leadership.

Projects are a diverse mix across: Oil and Gas, Transport Infrastructure, Power, Renewables, Government, Expert Witness & Legal Advisory.

They have a full pipeline & like to keep their people on the tyopes of projects of interest. If you gravitate to a certain area, they will put you on projects in that space.

Experience: 8+ years is the sweet spot.

Contaminated Land:

Senior Environmental Scientist / PM Brownfield Sites, North Sydney

- Salary circa \$200k depending on experience.
- Profit Share + Bonuses on the table.

Principal Environmental Consultant in Contaminated Sites to join a uniquely positioned mid-sized Australian Consultancy working across the East Coast with a NSW team of 30+ predominantly in the Contaminated Sites space.

The Work:

- Projects are anything from basic Waste Classifications, to Detailed Site Investigations and remediation of large parcels of land (landfills, PFAS impacted sites, land releases etc).
- Despite this team's relatively smaller size in the market, the leaders in this business are all ex-Top Tier consultants, so they naturally chase the large-scale blue-chip clients and have done a really good job of securing work in this space.
- Strong EPA Auditor capability and support providing technical excellence to team and clients.
- Will need to be Sydney based for site visits and client meetings etc. Brand New North Sydney Office right near station. Hybrid working.
- This role sits alongside the NSW Manager & will help drive forward the NSW direction.
- Skills to draw on are EPA Auditors, Toxicologists, Hydrogeologists, Geotechnical and Hazmat consultants.
- The NSW team is a balance of high end Principals, Seniors, Project Managers and juniors.

You can work from home or the office, in any mix or capacity you wish. The GM for example is only in 2 days per week and encourages others to be as liberal as they wish with their mix.

On the office playlist for this team right now: Pink Floyd, Fleetwood Mac, Beatles (GM assures me the younger generation in the team are into the Triple J vibes).

Contaminated Land:

Senior / Associate Environmental Scientist, Audit Assist – Sydney

Senior Consultant in Contaminated Land to join the Sydney office of an Australian Environmental Consultancy who have been growing at an impressive rate with no sign of slowing down.

A big part of this is their consultant attraction / retention strategy that sees consultants free of red tape & allowed to follow their noses. No one is pigeonholed into any one project type which keeps interest & stimulation high.

Projects at this consultancy look like...

- Major Projects like Motorways, Airports, Metro & Tunnels.
- They like their consultants to be well-rounded & so consultants gain exposure to things they wouldn't normally at other firms.
- Multidisciplinary consultancy – exposure to EIS and mining work interstate
- Focus on infrastructure on behalf of constructors along with top-tier property portfolio firms handling:
 - Contaminated sites & groundwater hydrogeology
 - Construction / development discharge
 - Tunnelling, seepage, boring water
 - Supporting EIS work and mid-tier miners
 - Contaminated sites & groundwater hydrogeology.
 - Construction / development discharge.
 - Tunnelling, seepage, boring water.

Audit Assist?

If you're a consultant who's interested in heading down the Auditor path, this is an excellent opportunity to do so with 15+ audits currently ongoing for this consultancy in NSW and multiple NSW Auditors leading them.

They can offer a structured progression plan designed to get you to Auditor in 2 years.

Experience: Ideally they're seeking someone at the 8-12 year CLM experience mark (though they will consider profiles outside of this range).

Contaminated Land:

Principal Risk Advisor (Property & Land) Remediation - Sydney

- \$200,000+
- 12 month Equity Pathway

Principal Risk Advisor for Property and Land transactions and developments

Up to \$500m+ transactions across Infrastructure, Education, Commercial, Medical and Industrial sectors in Australia.

Provide advice around risk mitigation on all matters regarding potential or hidden contaminated land, groundwater, hazardous materials, geotechnical and ground engineering exposures. With a reputable team of Quantity Surveyors, Environmental Engineers and Construction experts behind you who run the risk analytics via data analysis, modelling, mapping and various technologies – your job is to confidently articulate and advise clients around the risk parameters, create envelopes around their contracts and minimise their exposures on any given site or property.

This individual is likely well networked and plugged into the transaction teams at various Developers, Accounting, Legal and Property firms around NSW and enjoys this level of conversation.

The reputation and brand of this firm whilst not Global or Top Tier, they are recognised as risk experts with a deep history and proven track record of saving clients large exposures and limiting unexpected budget blow outs.

Directorship on offer?

- \$200,000+ salary to start with
- 12 month equity partnership pathway (which will be outlined at meeting/ in offer details)
- The vision is steady growth from 17 staff to 30 over the next 5 years
- Beautiful Surrey Hills office equipped to support growth
- This role is a big part of that growth plan – and providing equity makes business sense to support that drive. At this level, BD is expected.
- Reporting to the MD, you will lead the division on endeavours to pursue clients and deliver outcomes
- Plenty of existing work and clients to support this hire, but to achieve growth ambition you tap into your network of contacts to expand client base

Contaminated Land:

Senior / Associate Environmental Scientist, Brisbane

- \$100,000 – \$145,000 on exp + Employee Share Scheme
- Health & Wellness Programs (Gym, Yoga & More)
- Top-down Culture of Collaboration with even Grads able to Table their Ideas.

Senior Environmental Consultant in Contaminated Land to join the Brisbane team of an Australian Consultancy with a genuinely good culture: professional, relaxed, high achievers but super humble – a good bunch of people.

Aside from the culture, they are also good payers, with salaries generally above market average and they offer a profitable employee share scheme that can be accessed from any level.

The Role:

- Project manage a mix of contaminated sites including:
- Renewables, Energy, Defence, Petroleum, Property, Industrial projects across QLD and Northern NSW, providing a range of due diligence, PSI/DSI, and Remediation is part of the mix.
- A number of large projects have just dropped and hence they need to recruit to keep up with demand.
- Great variety of clients nationally and they do like their consultants at this level to have interaction / close touch points with their clients so you'll be involved with BD and tender opportunities whilst delivering projects.
- This role has been pegged at \$100,000 – \$142,000 depending on yrs experience negotiable for the right person.

The CEO is an accredited EPA Auditor, so you know that from the top down, the issues that face you as a consultant are understood.

The Brisbane office offers a huge opportunity as it is growing quickly to catch up with the rest of their offices around the country. For you this could mean quick advancement, access to more interesting projects (especially as they are pumping \$\$ into this office) & and opportunity to really make your name.

Experience: Ideally around 6–10 years' experience in CLM Consulting for this position.

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Senior / Associate Environmental Scientist / PM National Firm, Brisbane

- \$120,000 – \$155,000 on exp.
- Complex Expert Witness Exposure + Audit Assist Work (if interested).
- WFH & Flexible Working.

Senior Environmental Scientist in Contaminated Sites to join the Brisbane team of a national Australian Environmental Consultancy who, over the last 5-10 years have firmly cemented their status through the technically challenging projects they take on & proprietary tech they've developed.

This team is looking for a solid Senior to Project Manage works end-to-end fully supported by both the Principals & State Director who is based in this office.

The sorts of projects you can expect:

- Types of Work: Mining, Urban Development / CLM, Landfill & Waste (they are a go-to for many clients in this area), Remediation works & Investigations.
- Specifically: Strategic planning for Landfill & Waste, Cell Design & Construction, ESIs & Monitoring, Remediation Design & Validations + complex Expert Witness Exposure.
- Clients: Mining, Construction, Developers, Manufacturing, Community Centres, Government.

With 3x Auditors also based in Brisbane, there is the option to jump into some Audit Assist work / be trained in that direction if this is something you're interested in.

Who they're looking for:

- Ideally, they are seeking a solid Senior who feels confident enough in their skills to run projects with minimal supervision and is interested in mentoring the junior Consultants.
- Culturally they are a super laid-back firm, so this would suit someone who enjoys a more relaxed office atmosphere. They can offer flexible working arrangements.

Contaminated Land:

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VIC State Manager, BD, Global Backing. \$250k Melbourne

- \$250k.
- Full strategic direction of the VIC CLM Service Line Growth

Victorian Director to open the VIC service line for an Australian Consultancy. This is a key role as a foothold in the market with a network of clients and projects you'd chase with that kind of backing.

You know the score for this kind of role; executing strategic growth plans winning and delivering with the economies of scale that a global can offer.

There is a current project pipeline in Victoria + offices in Sydney, Brisbane, Adelaide & multiple regional locations - this is in no way a cold build. Your impetus is to continue the steady growth the Melbourne team is experiencing.

The Types of Projects they Handle:

- National list of clients – Tier 1 developers, Defence, Transport, Water Authorities
- Credible pipeline of SSD and SSI projects for NSW and client network for a quick build in VIC.
- Major infrastructure, defence, mining, energy, property & construction etc
- Contaminated sites assessment and remediation with Occupational Hygiene Hazmat capability.

Salary:

Min 10yrs consulting experience with proven Business Development/networking skills.

Ecology:

Senior Ecologist / Botanist, BAM Accredited, Global Firm – Sydney

- Global, Top-tier Consultancy.
- Gym membership / health & wellness programs
- Employee discounts across retail and professional services
- Flexible working practices – mix of office, remote, and field work

Support for continued learning and career development

Work on high-impact biodiversity and infrastructure projects across NSW, QLD & VIC

Be part of a collaborative and technically strong ecology team

The Role

Join an Internationally respected ecology team, focused on leading fauna-related project work and mentoring junior staff. You'll play a hands-on role in delivering complex assessments while helping to drive business development and support major clients across public and private sectors.

What You'll Do:

- Lead and deliver fauna-focused ecological assessments across infrastructure and conservation projects
- Manage small to mid-size project components, including scoping, client liaison, and team coordination
- Ensure technical excellence in all deliverables through quality control and strong ecological methodology
- Provide mentorship to early-career ecologists across fieldwork, reporting, and stakeholder engagement
- Contribute to strategic growth of the ecology practice by supporting client development and capability-building

Experience:

The sweet spot is around 7 years' in Ecological Consulting with BAM accreditation (or willingness to obtain)

Ecology:

Principal / Senior Ecologist, Mining Weipa (Regional Nth QLD)

- Base + Super + Allowances + Equity on the Table for the right person.
- Ecologically sensitive area, interesting work.
- Big name mining clients.

Lauren Dibben of Ecotone has done a wonderful job in building a reputable Ecology offering based out of Weipa with her home-grown team of 25 serving large clients like Rio Tinto and Glencore.

Aside from working with many of Mining's biggest names, the team is super friendly, the work is interesting (very sensitive areas ecologically) and the blend of coastal + country landscape is beautiful..

The Role:

We're looking for a Principal or experienced Senior ready to take the step up to lock in with Lauren as the business leader, aligning not only at the technical level to deliver projects and mentor juniors, but also to help run and operate the business.

The type of work typically covers Terrestrial Flora Fauna Ecology in and around the mining sector. As the Principal, you are mentoring, reviewing reporting, project managing and responsible for final sign-off on projects.

Options for this hire include (and in order of preference):

- Relocate and live in Weipa full time
- Work remotely from your home base (and travel up once or twice a month)
- Sub-contract arrangement to assist with work overflows

The salary on offer reflects the location, which will be made up of salary, living allowances etc. The aim here is that it is a long-term arrangement, with the view that equity is in the mix for the right individual.

If you are interested or would like further information, please reach out to discuss in confidence. Recruitment for this position is being handled exclusively by the ALRA team.

Ecology:

Ecology Team Leader, Renewables and Developments Brisbane

- Fast growing Brisbane Ecology Team.
- Medium-sized Aus Consultancy winning big projects, but retaining a great internal culture.
- WFH options & flexibility with working hours.

Current projects include:

- Multiple Solar farms, BESS, gas/hydrogen pipelines, infrastructure, new parklands, urban development projects.
- New offices to support 25 (currently at around 20 including casuals).
- Plenty of support available, working closely with the company's leadership team (ex-top tier Directors who wanted to create a culture where their staff are looked after).

The Role:

The aim of this role is provide a crucial link between the Directors & junior team. So setting up juniors doing field work, project managing, guiding work flows, technical guidance etc.

Benefits:

People here are happy - this is a genuinely enjoyable place to work.

Time generous leadership who don't believe in hoarding the challenging projects but instead train all their staff to be able to work across whatever comes in.

This team is growing fast - getting in now will see you progress quickly through the team.

Interesting projects - not just flora/fauna surveys.

Super clear progression & career structures.

Salary: circa \$140,000 + Super depending on the level of experience you bring with you.

Ecology:

Principal Ecologist / Botanist, Technical Delivery (no BD) Melbourne

- \$170,000 - \$200,000 pkg on Experience + Overtime Payment Policy
- Technical Principal Supporting Project Flows & Delivery
- Flexible Working, Culture of Collaboration.

Principal Ecologist to join the Melbourne office of an Australian Consultancy currently delivering projects that hold interest & impact within Victoria from the Alps to the Beaches. This position is technical delivery focused.

The Role:

- Principal level expertise, confidence and decision making
- Project proposal writing, scoping, delegating, technical reporting and mentoring
- Major government and private clients, benefiting from strong repeat business.
- Projects primarily based in Melbourne metro and surrounding areas, with minimal travel.
- Access to an experienced field crew who support consultants as required.
- They have expertise and capacity across every area VIC – Beach to Alps
- Huge potential to get back into juicy projects in Alpine, Deer Impact Monitoring, threatened species and land management plans, Flora and Fauna Management
- You already know the MSA and how the BCS ties in.
- Ideal for someone who isn't afraid of getting their hands dirty & loves to 4WD.
- They would love to develop this role into a Technical Manager / Director in the future - so this is ideal for someone who'd like to transition towards management.

The Business & Culture:

- Well-established consultancy with a strong industry presence.
- Supportive, non-corporate culture with a collaborative and solutions-focused approach.
- Access to an experienced field crew for in-field project support.
- Flexible work arrangements, including work-from-home options.
- Strong focus on connecting teams to enhance collaboration and resource-sharing.
- Truly committed to improving environmental outcomes. Have worked on some super interesting projects in the past including Biomonitoring, Threatened Species Relocations, Sensitive Area Mapping, Values Assessments etc.

Planning & Approvals

Regional Renewables Energy / Growth Lead (QLD / NSW / VIC) Coverage Sydney

- \$335,000 + Profit Share
- Lead the strategic expansion of East Coast Business Line
- Continuing to build on their impressive Renewables division.

Principal level Planner to join a top-tier Global Consultancy leading out the expansion of Statutory Planning within the Renewables sector for the East Coast Team.

- Client facing role, growing the division & supporting your Brisbane, Sydney & Melbourne Principals as they deliver across DA's, Statutory Planning and Environmental Approvals to Wind Farm (onshore and offshore), Hydropower and Solar Farm proponents and developers across Queensland
- Supported by an already developed team across Australia in the Renewables / Planning space.
- Global Sustainable Design, Planning and Engineering Consultancy with impeccable brand and reputation.

Benefits:

- Fantastic & very flexible Paid Parental leave (primary + secondary carer) with multiple support options you can choose from.
- Flexible working hours + hybrid WFH policy.
- Annual Leave Loading + Purchase Scheme
- Birthday Leave.
- Novated Lease Options, Insurance Discounts + other discounts on popular services.
- International secondment opportunities.

Ideal Experience:

- Statutory Planning (DA's), who's worked in renewables.
- Knows the industry who can bring in work and deliver it.
- 15-20+ years experience in the Environmental Consulting / Planning / Statutory sector.

Surface / Ground Water

Mining Assessments and Approvals, Senior Water Resources Engineer - Sydney

- \$110,000 - \$200,000 on experience.
- Direct mentorship from a well-known Principal in this space.
- Shape critical water assessments in NSW's key sectors.

This highly technical Water Resources Engineer role will see you providing strong analytical & report writing outputs for NSW Planning, Approvals and Licencing projects across primarily the Mining & Power sectors.

The purpose of this role is to support the Principal (who is a well-known heavy hitter in the industry) in writing reports and delivering projects for clients, as well as mentoring the juniors.

This means you'll be involved in groundwater conceptual models, groundwater numerical models, groundwater impact assessments, 3rd party review of groundwater models, dewatering assessments, slug and pump test analyses, contaminant fate and transport models, inverse hydrogeochemical modelling, water balance models, water balance studies, surface water impact assessments, landfill cap infiltration models, flood models, flood studies and flood management studies, flood impact assessments, sediment erosion and control plans, drainage design and environmental management plans.

Your development will continue to prosper under this Principal's guidance as they have an incredibly strong (and rare) background in both Surface and Groundwater modelling, mathematical and Environmental Engineering at PhD levels whilst having sat in Consultancies most of their career and is highly regarded by industry as a leader in this space.

The Team:

You'll be joining a Water Resources team of 3, that sits within a wider Environmental Planning and Approvals team of 70+ Nationally, including a heavy hitter in the NSW region.

The Sydney Environment Team sits in beautiful new offices in the CBD, with 120+ people spread out in light filled, multi-grouped offices, with your team in its own quiet space away from the hustle and bustle of the main foyer. This team has a vibe - one of the best culture's we've come across in Sydney.

Continued next page.

Cont.

The Role:

- Work across water resources engineering, both in surface water and groundwater, including water quality and salinity.
- Undertake modelling, project management, reporting, as well as stake-holder engagement/client liaison – with the main focus on report writing.
- Be involved in the construction, calibration, execution, project management and reporting of:
 - Hydrogeological models (MODFLOW {Groundwater Vistas, PMWIN, VMODFLOW}, MODFLOW-USG (AlgoMesh), FEFLOW, Parameter Estimation Methods {PEST, PEST++}), Uncertainty Analysis Methods (IESC, 2023)
 - Analytical hydrogeological models (AnAqSim, WinFlow)
 - Seepage analysis models (SEEP/W)
 - Landfill hydrologic assessment models (HELP, VADOSE/W)
 - Hydrogeochemical models (PHREEQC)
 - Fate and transport models (BIOSCREEN, MT3DMS, BCT)
 - Hydrologic and hydraulic models (RAFTS, WBNM, RORB; HEC-RAS, TUFLOW)
 - Water balance models (AWBM, GoldSIM)

Who this will suit:

This role could suit two levels of experience.

- Around 5 years' experience as a good report writer who is seeking to be mentored to the next level by one of the leading practitioners in this space – salary circa \$110k
- Up to 15 years' for an already experienced Engineer who can step straight in to support & guide strategic planning – salary circa \$200k

The similarity to both options is strong report writing skills.

Engineering

Technical Director / Maritime: Ports, Terminals, Defence Brisbane, Sydney or Newcastle

- Technical Director / Market Lead (Ports, Terminals, Defence)
- Global Engineering Design and Advisory firm
- \$200,000 – \$250,000 + super + profit share
- Can be Based in Brisbane, Sydney or Newcastle

As a Technical Director / Market Lead in the Maritime Sector, specifically Ports, Terminals & Defence, step into a Maritime market lead position for a Global Engineering Design & Advisory firm's Ports, Terminals & Defence Portfolio.

This is a consultancy that without a doubt, are leaders in the Coastal and Maritime Consulting arena in Australia and APAC both by reputation and in size. After a 2024 restructure to smarten up their operations and position for continued growth, an obvious gap has arisen in their Maritime service line.

The Role:

- There are 5 Market Leads in Australia, and we are missing someone for the Ports, Terminals, Defence service line.
- This role is focused on the clients, the opportunities, the driving of growth and generating momentum for the team
- It is attending conferences, networking, and advising existing clients on all matters in and around Maritime Structural Engineering design and construction for Ports, Terminals and Defence related projects.
- Dedicated business development team to support your strategies
- Ports and Terminals has been combined with Defence for the obvious overlaps they provide
- Sitting in a National team of 100, and leveraging resources locally, in APAC and internationally, you will never be short of experts to provide solutions to clients
- This is a role that may suit a Technical Director or Technically minded Principal who is looking to step up into the world of operations and business, or it may be for someone with a proven track record in leading and growing teams.
- Key experience for this role is a technical background in Structural Engineering within a Maritime setting.

GIS:

GIS Consultant, Renewables and Property Developments Brisbane

- QGIS
- \$100,000 – \$140,000 on exp.

Ecology & Environmental Planning Consultancy in Fortitude Valley. Servicing Renewable Energy Developers, Property Developers and Industry.

Office of 30 staff and growing in Brisbane with a second office on the Sunshine Coast.

We need someone to:

- Deliver projects working with the growing team
- Ecology projects for Renewables and Industrial / Residential Development (50/50 split)
- This is a Quantum GIS role. This experience is required.

The exciting part about this role is helping to build solutions for existing clients, with a particular focus on the Ecological Offset Sites market. Essentially, new developments need to offset their ecological impacts and identifying these sites requires a tonne of geospatially driven criteria.

We want you to help run queries and build models to identify sites that meet this criteria, filter out sites that don't and provide clarity for clients.

Great leadership team in place. Great clients and work ready to go. We just need a capable set of hands to deliver projects.

Requirements:

- 4–5 years experience
- QGIS experience
- Desire to lead an existing GIS consultant and grow team
- Python experience useful



Get in touch.

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