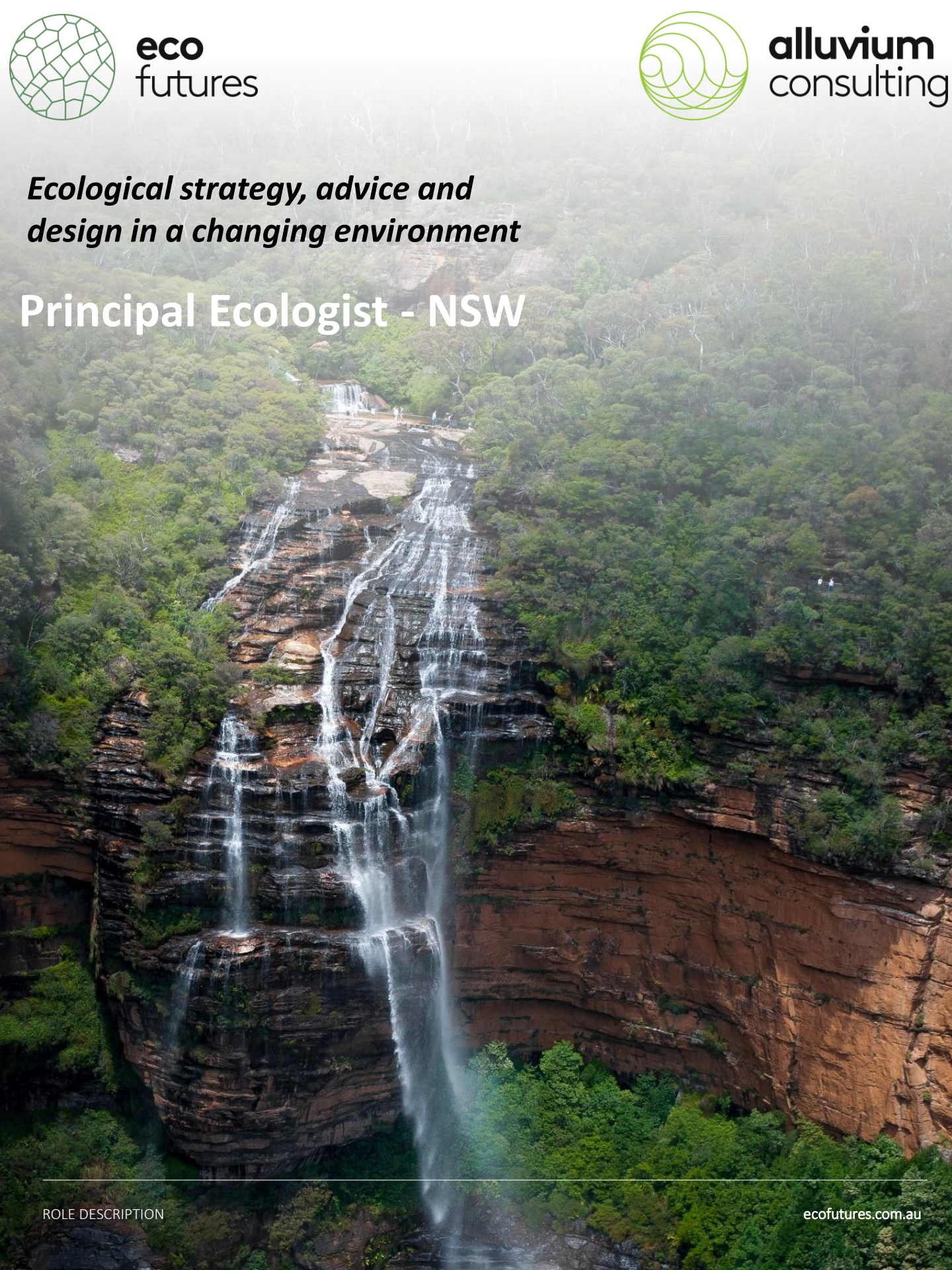


eco
futures



alluvium
consulting

***Ecological strategy, advice and
design in a changing environment***

Principal Ecologist - NSW

ECOFUTURES IS PART OF THE ALLUVIUM GROUP OF COMPANIES

Since the creation of Alluvium Consulting in 2006, we've pursued our vision to make a positive impact on the world and the communities that rely on healthy ecosystems.

Our corporate model is different. We have pursued a growth strategy that has developed a number of separate companies and associated brands under the Alluvium Group. This approach is driven by a strong belief that specialised businesses deliver better technical outcomes for our clients. Each of the six businesses within the Alluvium Group has their own governance and management arrangements, but also all operate within the Alluvium group ecosystem to ensure integrated products are delivered seamlessly.

The combined skills and resources across the Alluvium ecosystem are specially designed to support clients to solve complex and systematic challenges facing our society and environment. We work across three core discipline areas:



Biophysical sciences & engineering; Social sciences & human welfare; and Economics & public policy.



Landscape scale
ecological science, policy
and planning.



Science, engineering and
strategy for catchments,
rivers and coasts.



Advancing energy transition.



Insights and impact for
social landscapes of the
future



Economics and public policy
insights and advice.



Facilitating deep thinking,
debate and action.



Opportunities for the role

We are looking for a leader for our NSW business.

At EcoFutures, part of the Alluvium Group, we do more than measure the state of nature — we shape its future.

Our work moves beyond compliance and impact assessments to design ecological strategies that restore and future-proof Australia's landscapes. We're part of an employee-owned, BCorp-certified group of specialised companies spanning ecological science, engineering, economics, and social research. This unique ecosystem enables us to tackle the most complex environmental challenges — from biodiversity loss to climate adaptation — with integrated, science-led solutions. Around 50% of the work that EcoFutures undertakes is in partnership with industry leaders from the wider Alluvium Group.

The role is intended to be based in our Sydney office. We pride ourselves on the flexibility of our working arrangements, so we are open to part-time or other arrangements.

The Opportunity. This is not a traditional consultancy role. As Principal Ecologist, you will:

- Lead pioneering projects in ecological strategy, restoration, and climate resilience — across land and seascapes.
- Build and mentor a high-calibre team of ecologists and environmental scientists.
- Collaborate across disciplines with economists, engineers, and social scientists to deliver systemic solutions.
- Shape national and international agendas — from Australian catchments to Asia-Pacific river systems.
- Contribute to strategic leadership — help set EcoFutures' direction and influence the Alluvium Group's broader impact.

Our research program

The Alluvium Group invests 10% of our profits into our research program. Each year, our people are invited to pitch their ideas to develop and carry out research investigations. Over the past 3 years, around 50% of our staff have been involved in the program. As the NSW lead you will be involved in developing ideas, supporting and mentoring staff to undertake research and form partnerships with research organisations to support the program.

Our scale and scope

The Alluvium Group of companies have around 180 staff across Australia, India, Vietnam, NZ, and Fiji. We encourage our staff to work together across regions and disciplines, both on project work and through group initiatives such as study tours, leadership programs, and group conferences.

The role requirements

About You

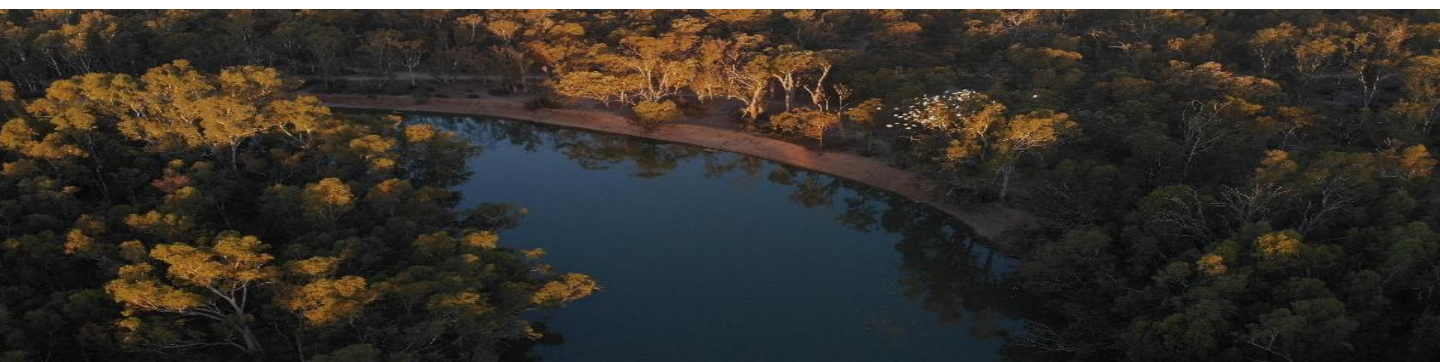
You are a recognised leader in ecology or environmental science with a passion for reshaping how we manage natural resources.

You bring:

- 15+ years' experience in ecological strategy, planning, or applied research.
- Graduate or postgraduate qualifications in ecology, environmental science or related fields (NSW biodiversity expertise essential).
- Proven ability to lead teams and complex, multi-stakeholder projects.
- A strong network of professional connections and thought leadership in the field.
- Ability to attract and deliver projects.
- Outstanding communication skills — able to translate complex science into a clear strategy.
- A collaborative, values-driven mindset and desire to work across disciplines and geographies.

Benefits & Pathways

- Competitive remuneration, with scope for negotiation.
- Pathway to staff ownership and equity participation. Over 48% of Alluvium staff are shareholders. Here, you're not just an employee; you can grow equity and shape the business.
- Work alongside a leading interdisciplinary team on issues of communities and nature— bridging ecology, economics, policy, and social science.
- Participation in our staff profit share.
- Dedicated professional development and research opportunities.
- Flexibility that is real. Options for part-time, hybrid work, or custom arrangements — enabling balance while leading at the highest level.
- Work with a carbon-neutral, BCorp-certified business committed to reconciliation and long-term environmental impact.



Next steps

Please send a CV and a short document outlining how you suit the role requirements to info@ecoqc.com.au.

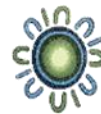
To find out more about this role, please contact Paul Maxwell for a confidential discussion.

Paul Maxwell

paul.maxwell@ecoqc.com.au

0432 981 028

The Alluvium Group has an active reconciliation program, operates as a carbon neutral business and is a certified BCorp.





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