

Position: Principal Scientist – Benthic Biology / Ecosystem Ecology

Location: Aberdeen, Scotland UK

Company: INSPIRE Environmental

INSPIRE Environmental, a leading US-based marine environmental consultancy and member of the London-based Venterra Group, is seeking a Principal Scientist with expertise in benthic biology and ecosystem ecology to help expand our UK-based practice.

INSPIRE is internationally recognized for delivering unbiased, defensible scientific data to support sustainable marine resource management. Our expertise goes beyond benthic and fisheries surveys into the science that underpins them, including benthic ecology, fisheries science, marine acoustics, nature-based design, and marine data science. Using a broad toolkit of survey methods, including advanced non-extractive imaging, and clear data visualization, we help clients and regulators understand marine ecosystems and make informed decisions for responsible ocean development.

About the Role:

We are looking for a dynamic and experienced marine scientist to collaborate closely with INSPIRE’s Senior Director, Head of UK, to expand our UK practice. This is a strategic position ideal for a seasoned scientist with a strong reputation in the field and a passion for applying rigorous science to real-world challenges. The successful candidate will play a key role in delivering high-quality scientific work and developing client/partner relationships, with a clear path toward taking on a leadership role as the practice grows.

You will report to Dr. Annie Murphy, INSPIRE’s Senior Director and Head of UK, on high-profile projects, helping to shape our international practice and deliver outstanding environmental solutions.

Key Responsibilities:

- Contribute to and lead major benthic and ecosystem ecology projects, including study design, fieldwork, data analysis, and client reporting.
- Work in close partnership with Dr. Annie Murphy to expand INSPIRE’s UK-based services, reputation, and network.
- Represent and promote INSPIRE to clients, regulators, and key stakeholders across the marine sector.
- Collaborate across INSPIRE and the wider Venterra Group network of marine experts.
- Contribute to business development through proposal writing, strategic planning, and client engagement.
- Represent INSPIRE at industry events, conferences, and through published work to enhance visibility and credibility.

Ideal Candidate:

- PhD (or equivalent experience) in marine biology, benthic ecology, ecosystem ecology, or related discipline.
- At least 7-10 years of applied experience in marine environmental science, preferably within consultancy or regulatory frameworks.
- Recognized expertise in benthic ecology with a strong professional network and industry reputation.
- Deep understanding of UK and European marine regulatory frameworks (e.g. EU MSFD, Habitats Directive).
- Proven success in business development, team leadership, and strategic project delivery.
- A collaborative mindset and motivation to grow into a future leadership position.

What We Offer:

- A senior leadership opportunity with room to shape and grow our UK operations.
- Collaboration with a multidisciplinary team to deliver high-quality ecosystem assessments.
- The chance to work on diverse, high-impact projects in the UK and internationally.
- A supportive, values-driven culture focused on scientific integrity and environmental stewardship.

To Apply:

To express interest, please submit your CV and cover letter detailing your experience and what excites you about joining INSPIRE Environmental to careers@venterra-group.com and put “INSPIRE Principal Benthic ” in the subject line. Qualified candidates will be contacted by email and invited for an interview.

At INSPIRE, we are committed to providing an environment of mutual respect where equal employment opportunities are available to all applicants without regard to race, color, religion, sex, pregnancy, national origin, age, physical and mental disability, marital status, sexual orientation, gender identity, gender expression, genetic information, military and veteran status, and any other characteristic protected by applicable law. INSPIRE believes that diversity and inclusion are critical to our success as a company, and we seek to recruit, develop, and retain the most talented people from a diverse candidate pool.