**Job Description**

**Role title: Principal Ecologist**

**Reports to: Associate Director**

**Grade: Principal**

**Sector: WLES**

**Division:** **Ecology Ireland**

**Purpose / Scope of role**

Woodrow leads terrestrial ecology consultancy delivery in Ireland for the APEM Group. We support a wide portfolio of projects across sectors including onshore renewables, transport and infrastructure, and conservation and biodiversity enhancement.

With a growing team of professional ecologists, we are seeking a Principal Ecologist to play a leading role in technical delivery, project direction, and team development. This is an exciting opportunity for a confident and experienced consultant to shape ecology delivery at national level, while supporting growth into emerging areas such as nature-based solutions, natural capital, restoration and climate-aligned ecological strategies.

This is a senior-level position suited to someone who combines deep ecological knowledge with strong project management, leadership, and commercial insight. The role will also include mentoring early-career ecologists and contributing to the wider strategy of the business.

We welcome applicants based anywhere in Ireland. While our core offices are located in Sligo, Dublin, Galway and Cork, we actively support hybrid and remote working arrangements. Occasional travel for site work and team collaboration will be expected.

**What success looks like in this role**

* Ecological inputs and reporting are delivered to the highest technical and professional standard.
* Medium and large-scale projects are led confidently, with oversight of planning, resourcing, budget, and risk.
* Strong, trusted relationships are built with clients, stakeholders, and statutory bodies.
* Junior and mid-level team members are supported in their development through mentoring and quality oversight.
* The Principal Ecologist plays a role in the continued diversification and technical leadership of Woodrow and APEM Group in Ireland.

**Key Responsibilities**

* Lead and deliver complex ecological assessments including EcIA, NIS, AA Screening, and EIAR chapters.
* Oversee and manage field survey delivery across a range of habitats and protected species, ensuring high standards of methodology and safety.
* Collaborate with the management team to develop and refine strategic approaches, including innovations in survey methods, assessment, and nature-positive planning.
* Provide senior oversight of multi-disciplinary projects, acting as ecology lead and liaising with engineers, planners, and environmental consultants.
* Develop strong working relationships with clients, regulators (e.g. NPWS, IFI), and planning authorities.
* Prepare and review high-quality technical outputs including impact assessments, mitigation strategies, and monitoring frameworks.
* Contribute to business development, including identifying opportunities, preparing tenders, and attending client meetings or briefings.
* Guide and support junior staff through line management, technical mentoring, and review of fieldwork and reporting.
* Act as expert witness when required and contribute to oral hearings or planning appeals.
* Promote a culture of continuous improvement in technical excellence, health and safety, and inclusive team leadership.

**Skills/Knowledge/Experience/Qualifications**

**Essential** -

* A minimum of six plus years’ experience in ecological consultancy or related field.
* Experience in leading ecological inputs on complex, multi-sector projects, particularly in the planning and infrastructure space.
* Strong understanding of Irish and EU environmental legislation, especially the Habitats Directive, Birds Directive, and relevant Irish planning frameworks.
* Proven experience in writing and reviewing high-quality ecological reports, with attention to detail and strategic insight.
* Ability to manage multiple projects, teams, and deadlines while maintaining quality and client confidence.
* Excellent communication and interpersonal skills.
* Full clean EU driving licence and flexibility for site visits as required.

**Desirable** -

* Experience in nature-based solutions, habitat restoration, or integration of ecology into climate adaptation or resilience planning.
* Expertise in a key ecological discipline (e.g. bats, ornithology, mammals, wetlands) with cross-cutting knowledge across wider ecological topics.
* Experience working with public agencies, NGOs, or infrastructure developers in Ireland or Northern Ireland.
* Experience in client-facing roles or business development.

**Our Values**

Our most important assets are our people who work here. We all work as one team and rely on each other. We wish to create a working environment to which our people are proud to belong, by maintaining our values at the forefront of everything we do. These values are:

* Integrity – We do the right thing
* Quality – Quality in everything
* People - We care
* Forward thinking – We focus on the future
* Positivity – We believe we can
* Fairness – We champion equality

**Our WOW Factor**

When home became work, we learned that flexibility, understanding and balance allowed us all to move forward and grow together. So, no matter where you’re based, the hours you keep, the toddlers you have to entertain, or outside interests that help with your wellbeing we’re committed to our Ways of Working (WOW) with each other so we can continue to be our best.

**You belong**

We recognise that everyone’s story is different. The opportunities, experiences and challenges faced in life shape who we are, and we understand that these are the things that make us individual and unique. Embracing our differences means we’re able to approach what we do from every angle.

Inspiration and insight can come from anywhere, and no matter your history or choices in life, we empower our people to be their best, so we can be our best, together. **We welcome the whole you.**