**Job Description**

**Role title:** Senior Freshwater Ecologist

**Reports to:** Principal Ecologist

**Grade:** Senior

**Sector:** Ireland

**Division:** Ecology Ireland

**Purpose / Scope of role**

Woodrow, part of the APEM Group, leads on onshore ecology for the APEM Group in Ireland. Woodrow while based in Co. Sligo and Cork, carries out ecological surveys across both the Republic of Ireland and Northern Ireland. Woodrow work on a large variety of projects, from impact assessments for infrastructure proposals (including renewable energy, linear transport and recreation projects), to commercial and housing developments, biodiversity planning and community projects.

Woodrow currently has a team of over 30+ technical staff and continue to grow as part of APEM Group which has over 80 staff in Ireland. Forming part of our senior team, this Senior Ecologist role will help drive forward our delivery of ecological consultancy, notably in terms of high-quality work in a given area (such as freshwater botanical, invertebrate, macroinvertebrate, Q-value, SSRS and fish or general ecology, depending on skill set), both in leading fieldwork and informing impact assessment activities.

**What success looks like in this role**

As a Senior Ecologist within our team, you will be responsible for managing your own projects from inception to completion and building sustained client relationships. Your ecological knowledge, integrity and attention to detail will allow you to deliver high quality survey, assessment and reporting and, together with our project management team, deliver them on time and to budget. You will be a mentor and manager to early career ecologists and become a key part of our vibrant and enthusiastic team.

**Key Responsibilities**

* Project managing complex ecological surveys, impact assessments and other ecology projects from inception to completion, including interaction with project stakeholders, clients and project team members.
* Successfully financially manage environmental projects within budget.
* Preparation and quality assurance review of written ecological reports.
* Prioritising assigned workload while balancing client expectations, resources and project deadlines & evaluation of scientific evidence.
* Supporting business development opportunities and associated fee and technical proposal development.
* Client liaison and stakeholder engagement with project teams, legal advisors and external parties such as statutory consultees
* Provide pragmatic, commercially aware ecological advice to our portfolio of major clients.
* Providing Expert Witness at oral hearings as necessary.
* Co-ordinating and managing sub-consultants and junior environmental consultancy staff including technical guidance and mentoring for other APEM staff members.
* Ensure adherence to APEM’s health and safety and quality management standards.
* To carry out any additional activities that may be reasonably required or requested.
* To take reasonable care for the health and safety of yourself and others; make use of the tools, equipment, training and resources; and actively engage with colleagues at all levels to contribute to the continuous improvement of health and safety management.
* Complete mandatory health and safety training modules and any that are specific to your role.

**Skills/Knowledge/Experience/Qualifications**

**Essential** -

* Excellent skills in given area (e.g. otter, salmonids, lamprey and other fish species; general and specific macroinvertebrate sampling / monitoring) skills.
* A minimum of a Bachelor of Science Degree in an environmental or ecological subject or ability to demonstrate four or more years’ experience in an ecology role.
* Full, clean EU driving licence.
* A broad range of ecological experience on large-scale projects in key sectors, notably with well-developed expertise in impact assessment of infrastructure proposals.
* A thorough knowledge of ecological legislation and planning policy in Ireland, Northern Ireland and the EU including the EU Habitats Directive.
* Good analytical skills with a strong focus on finding solutions in relation to ecological and project management issues.
* Excellent communication and report writing skills.

**Desirable** -

* MSc or PhD in an environmental or ecological subject.
* Experience in impact assessment of a wide range of sectors.
* A specialism in one field of ecology with a broader working knowledge of other inter-related fields.
* Membership of a relevant professional institute such as Full Membership of CIEEM / CIWEM.

**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.**