**Job Description**

**Role title: Senior Ornithologist**

**Reports to: Associate Director**

**Grade: Senior**

**Sector: Ireland**

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

**Purpose / Scope of role**

Woodrow leads on terrestrial ecology delivery in Ireland for the APEM Group and works on a large variety of ecology projects, such as habitat monitoring, restoration and habitat and species management plans, impact assessments for infrastructure proposals (including renewable energy, linear transport and recreation projects, proposals for commercial developments, housing developments and plans and projects for public bodies), habitat and species surveys (including detailed botanical assessments, bat surveys, ornithological surveys, invertebrate surveys, mammal surveys etc.), biodiversity planning and community projects. We currently have a team of 30+ staff and continue to grow.

Forming part of our senior team, this Senior Ornithologist role will help drive forward our delivery of ecological consultancy, both in leading fieldwork and informing impact assessment. We are particularly interested in applicants with experience in Ornithology and a proven track record of working in the onshore wind sector, managing large scale projects, and completing Environmental Impact Assessment.

**What success looks like in this role**

As a senior professional within our team, you will be managing projects from inception to completion, managing budgets, clients and engaging with stakeholders. Demonstrate excellent report writing skills with an in-depth knowledge of Irish birds. Your ecological knowledge, integrity and attention to detail will allow you to deliver surveys, assessment, and reporting and, together with our Project Management team, deliver them on time. You will be a mentor and manager to early career ecologists and become a key part of our vibrant and enthusiastic team.

**Key Responsibilities**

* Undertake ornithological surveys, and at times other ecological surveys;
* Project manage complex ornithology and ecology surveys, impact assessments and ecology projects from inception to completion, including interaction with project stakeholders, clients and project team members;
* Manage project budgets to ensure scope of work is completed in time, variances are highlighted and project invoices issued;
* Liaise with our data handling team and provide expert ornithological input where necessary;
* Prepare written ornithological reports with the output of field survey effort, including mapping, data collation, etc.;
* Completing Collision Risk Modelling with an understanding of the models output;
* Complete Appropriate Assessment Screenings and Natura Impact Statements;
* Undertake constraints studies informed by desk-based and scoping field surveys;
* Prioritising assigned workload while balancing client expectations, resources and project deadlines;
* Critical evaluation of scientific evidence;
* Scoping, and preparing fee proposals for ecological surveys with clear project outputs within set deadlines;
* Building & maintaining clients and stakeholder relations;
* Be able to provide pragmatic, commercially aware ecological advice to our portfolio of major clients;
* Providing Expert Witness at oral hearings as necessary;
* Managing staff members directing and helping them balance a busy and varied workload;
* Reviewing technical reports for quality assurance purposes and providing guidance and mentoring for junior members;
* 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** -

* A National Framework Qualification Level 9, in ecology or related subject.
* Four years plus-post graduate experience in a fast-paced environmental consultancy or similar.
* Full, clean EU driving licence.
* Highly developed ornithology survey skills.
* Specialism in ornithology on large-scale projects in key sectors.
* A thorough knowledge of ecological legislation and planning policy in Ireland, Northern Ireland and EU.
* Excellent report writing skills and proven project management abilities.
* An excellent understanding of the EU Habitats Directive in so far as they relate to project-based ecological impact assessments being undertaken by an ecological consultancy.

**Desirable** -

* Experience in impact assessment of a wide range of sectors, notably onshore wind projects.
* Experience in running Collision Risk Models.
* Experience with GIS packages specifically ArcGIS pro.
* Full Membership of CIEEM.
* A relevant post graduate qualification.
* Ability to travel.
* H&S training or Emergency First Aid

**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.**