**Job Description**

**Role title: Senior Ecologist**

**Reports to: Principal Ecologist/Associate Director**

**Grade: Senior**

**Sector: WLES**

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

**Purpose / Scope of role**

APEM Group Woodrow is seeking a Senior Ecologist to join its expanding Irish team. This is a key role that combines ecological fieldwork, project delivery, technical reporting, client engagement, and the mentoring of early-career colleagues. The successful candidate will have the opportunity to contribute to some of the most exciting and meaningful ecological projects in Ireland and beyond.

This role will involve a balance of field and office-based work, with approximately 50% of time spent on site. The successful candidate must be comfortable travelling to a variety of project locations across Ireland (including Northern Ireland). Occasional travel to the UK or elsewhere within the APEM Group may also be required.

This role is suited to a proactive ecologist who thrives in a dynamic consultancy environment. The Senior Ecologist will:

• Lead ecology fieldwork across a wide range of habitats and projects.

• Deliver high-quality reports and impact assessments in line with Irish and EU legislation.

• Manage small to medium-scale projects independently, with responsibility for budget, timelines, and client communication.

• Provide support to junior staff in both field and office-based tasks.

• Contribute to the preparation of tenders and the development of technical content for proposals and bids.

This role offers the opportunity to collaborate with an integrated and multidisciplinary team across APEM Group, encompassing specialists in terrestrial and aquatic ecology, fisheries, hydrology, water quality, and geomorphology.

**What success looks like in this role**

* The successful candidate will demonstrate confidence in leading surveys and mentoring less experienced colleagues.
* Project deliverables will be produced to a high technical standard, on time and within budget.
* Positive relationships will be developed and maintained with clients and internal stakeholders.
* The candidate will contribute actively to team development, service improvement, and innovation in survey and reporting techniques.
* The role is designed as a platform for future progression to Principal Ecologist.

**Key Responsibilities**

* Lead and undertake a range of ecological field surveys, including Preliminary Ecological Appraisals (PEA), protected species surveys (e.g. bats, badger, otter, birds, amphibians), and habitat assessments in accordance with recognised guidelines.
* Produce and review high-quality written outputs, such as Ecological Impact Assessments (EcIA), Appropriate Assessment (AA) Screening Reports, Natura Impact Statements (NIS), and EIAR biodiversity chapters.
* Independently manage small and medium-sized projects, including scheduling, resourcing, budgeting, client liaison, and reporting.
* Contribute to the preparation of tenders, technical proposals, and pricing for new project opportunities.
* Provide mentoring, guidance, and support to junior ecologists in both field and reporting tasks.
* Ensure all project work is compliant with Irish environmental legislation, including the Habitats Directive, Birds Directive, and the Planning and Development Act.
* Engage effectively with clients, regulators, statutory agencies (e.g. NPWS, IFI), and other key stakeholders.
* Take responsibility for health and safety, ensuring risk assessments are in place and procedures followed during all field activities.
* 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 third-level qualification in Ecology, Environmental Science, Zoology, Botany, or a related discipline.
* A minimum of three to five years of professional ecological consultancy experience.
* Strong field survey skills and demonstrable knowledge of Irish flora and fauna.
* Proven experience in delivering ecological reports and impact assessments in accordance with Irish planning and environmental frameworks.
* A solid understanding of Irish and EU environmental legislation, including the Habitats Directive and Planning and Development regulations.
* Excellent written and verbal communication skills, with the ability to convey complex information clearly and concisely.
* A full clean driving licence and willingness to travel throughout Ireland for fieldwork.

**Desirable** -

* Associate Membership of CIEEM (or eligible for membership), with a clear commitment to working towards Full Membership or Chartered Ecologist status
* Experience of managing field teams and mentoring junior colleagues.
* Proficiency in GIS software (e.g. QGIS or ArcGIS).
* First Aid or remote fieldwork safety training (can be provided if not already held).

**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.**