**Job Description**

**Role title: Ecologist – Botanist**

**Reports to: Senior/Principal Ecologist**

**Grade: Scientist**

**Sector: Terrestrial**

**Division:** **Woodrow**

**Purpose / Scope of role**

Woodrow, part of the APEM Group, leads on terrestrial ecology for the APEM Group in Ireland. Woodrow is based in Co. Sligo and carries out terrestrial surveys across both the Republic of Ireland and Northern Ireland. We work across the full range of ecological disciplines, to inform planning requirements for a wide variety of developments including renewable energy, trails and greenways, water treatment and other infrastructure projects, as well as for habitat restoration projects, smaller developments and community/biodiversity projects. Woodrow is a highly respected consultancy that has built up a strong client base over the years due their principled, thorough approach and consistent delivery of high-quality data and reporting.

Woodrow’s specialist botanical and habitat survey team regularly carry out habitat surveys following Heritage Council/Fossitt 2000, JNCC Phase 1, Irish Vegetation Classification (IVC) and National Vegetation Classification (NVC) levels, to identify planning constraints, inform ecological impact assessments and to demonstrate compliance with planning conditions. In addition, Woodrow’s botany team regularly conducts habitat condition assessments of Annex I and Northern Ireland Priority habitat, as well as specialist rare plant surveys. To accommodate our ever-growing suite of clients and projects, Woodrow is currently expanding this team, and is seeking a committed, enthusiastic ecologist with a passion for plants, and well-developed habitat and plant identification skills. Woodrow’s projects are often based in upland areas, and therefore a familiarity with peatland habitats would be an advantage in this role. The position will also require analysis of field data and reporting on findings.

The primary roles of Woodrow’s Ecologists are as follows:

* Leading on, and assisting with, the preparation of various high-quality ecological reports and advice in accordance with current conservation legislation and protected species licensing. This includes organising and undertaking relevant field surveys to current industry best practice; collation of field survey data and maps within specified timelines; drafting Environmental Reports (including Chapters for Environmental Impact Assessment; Ecological Impact Assessment; Appropriate Assessment and Habitats Regulation Assessment, in RoI and NI as necessary); and devising mitigation to resolve ecological constraints.
* Leading on ecological projects from inception to completion, first identifying the scope of work required and any potential issues, incorporating these into quotes and tenders, liaising with clients and providing advice as needed and regular updates, and delivering projects on time and within budget.
* Providing support to project managers and senior staff with administration, financial and other business processes, and liaison with stakeholders and statutory agencies, as required.
* Where appropriate, providing mentoring, training and supervision of other staff, as required.

**What success looks like in this role**

The successful candidate will be given training while in the post and there will be plenty of opportunities to develop their ecological and botanical skills further. It is expected that the successful applicant would strengthen and expand their field and reporting skills whilst in the role, ultimately becoming involved with survey planning and design, production of statutory reports, liaison with clients and management of projects. There are ample opportunities within both Woodrow and the wider APEM Group for career progression to a more senior role over time.

**Key Responsibilities**

* Working as part of the botanical and habitat survey team on site assessments (NB - this may occasionally entail lone working (according to a strict safety protocol) and unsociable working hours.)
* Undertaking Phase 1/Fossitt level surveys as well as more detailed habitat assessments (for example, analysis of vegetation quadrats, structured walks, active peat assessment, according to current industry best practice).
* Occasionally assisting with surveys in other disciplines (e.g. bat surveys, mammal survey), as required.
* Survey preparation – organising site maps and field equipment.
* Secure back up and analysis of survey data.
* Writing technical reports on survey findings, and collation of field survey data and maps within specified timelines.
* Supporting the team with, and drafting, Environmental Reports (including Chapters for Environmental Impact Assessment; Ecological Impact Assessment; Appropriate Assessment and Habitats Regulation Assessment, in RoI and NI as necessary).
* Digitising data to produce habitat and other site maps for inclusion in reports.
* Making assessments of habitat quality or condition according to standard guidance.
* Collaborating with other members of the team, wider APEM group, and external partners to carry out the delivery of projects.
* Providing support to the Project Managers, Senior Management and other teams.
* Delivering in-house training & mentoring within capabilities.
* 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**

* Experience in undertaking field surveys and data collection.
* Familiarity with Irish habitats and vegetation communities and knowledge of plant communities / habitats.
* Excellent plant ID skills.
* Physical ability and willingness to work outdoors in varied terrain and weather conditions, often in remote areas with limited accessibility.
* Experience in the ecological consultancy sector, ecological assessment and mitigation proposals.
* Ability to work independently and as part of a team.
* Background knowledge and understanding of wildlife legislation and policy at both EU and national levels.
* Good literacy and computer skills (use of Word, Excel, Microsoft Office etc).
* Basic knowledge of GIS software.
* A National Framework Qualification Level 8, in ecology or related subject.
* Full clean driving licence.

**Desirable**

* CIEEM membership. <https://cieem.net/i-am/membership/>
* H&S training or Emergency First Aid.
* In depth knowledge of Irish and Northern Irish wildlife legislation and policy.
* Experience in ecological impact assessment and other statutory reporting.
* More developed skills in plant ID; knowledge of bryophytes; experience in undertaking habitat condition assessment.
* Knowledge of / familiarity with peatland vegetation and habitat types.
* Experience in habitat restoration and management.
* Experience in using ArcGIS or QGIS to produce maps and analyse data.

**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.**