**Job Description**

**Role title:** Senior Bat Ecologist

**Reports to:** Principal Ecologist

**Grade:** Senior

**Sector:** Ireland

**Division:** Ecology Ireland

**Purpose / Scope of role**

Woodrow, part of the APEM Group, leads on terrestrial ecology delivery in Ireland for the APEM Group and works on a variety of ecology projects, including impact assessments for development and infrastructure projects (including renewable energy, linear transport, housing, tourism and recreation), habitat and species surveys, biodiversity planning and community projects. Woodrow currently has a team of over 50 ecological consultants and continue to grow as part of APEM Group which has over 95 staff in Ireland.

Forming part of our 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 (in this instance specifically bats but will also include areas such as botanical, invertebrate, bird, land management or general ecology, depending on skill set), both in leading fieldwork and informing impact assessment reporting and contributing to tenders and the development of new workstreams. The role is remote based, however, with several APEM Group offices available throughout the country, you are welcome to use our office facilities as you like.

**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 projects within budget.
* Prepare written ecological reports with the output of field survey effort, including mapping, data collation etc.
* 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.
* 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** -

* A minimum of 3-5 years’ experience specialising in bats. This includes being proficient in bat monitoring, handling, bioacoustics, data analysis and impact assessment.
* A minimum of a Bachelor of Science Degree in an environmental or ecological subject or ability to demonstrate three or more years’ experience in an ecology role.
* Experience of carrying out survey work including leading bat surveys for large scale projects (including infrastructure, wind energy and solar developments) and developing mitigation proposals including an understanding of habitat enhancement, habitat management and restoration principles.
* Experience writing and reviewing technical bat reports in support of planning applications and EIAR submissions, including mapping, data analysis and providing appropriate levels of mitigation.
* Full, clean EU driving licence.
* 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.
* Protected species licenses for bat derogation and photography

**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 (e.g. Land Management, Habitat Restoration, Protected Species Surveys, capable ability in botany/aquatics/birds/protected species etc.).
* Membership of a relevant professional institute such as Full Membership of The Chartered Institute of Ecology and Environmental Management (CIEEM). Working towards Chartership.

**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.**