**Job Description**

**Role title:** SeasonalBat Ecologist

**Reports to:** Senior Ecologist

**Grade:** Scientist

**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.

As a Seasonal Bat Ecologist, you will play a pivotal role in conducting bat surveys essential for Bat Survey reports, Environmental Impact Assessment (EIA) chapters and Appropriate Assessment (AA) reporting as required. You will also be involved in providing data to support in the preparation of ecological reports for various projects including recreational developments, renewable energy, other infrastructure and housing developments. The role will be mainly field based, often requiring night time surveys during unsociable hours, to assess bat activity, as well as daytime assessments of associated supporting habitat. This work will take you to interesting sites covering the breadth of habitats and bringing you face to face with the bat species found in Ireland. You will be working under a fair Time Off in Lieu (TOIL) policy, to ensure that rest and recouperation after bat work is facilitated with your Line Manager. We also advocate a no lone working for night work procedure, and following extensive training, we have a buddy system in place for any daytime lone working, if required.

In addition to field work as a seasonal ecologist, you will also have the opportunity to support the senior management team in collating data, analysing data and generating maps for use in technical reports.

The role will require you to regularly visit one (or any) of our Irish APEM Group offices in Cork, Sligo, Galway and Dublin. A seasonal bat ecologist role is a great way to become familiar with national and EU standards and methods for carrying out bat surveys, in addition to understanding the role of an ecological consultant.

**Key Responsibilities**

* Conduct bat surveys following standard guidance from Bat Conservation Ireland, Bat Conservation Trust, Nature Scot and Northern Ireland Environment Agency, in line with the Woodrow TOIL Policy.
* Surveys will include but not be limited to; emergence surveys, transects (nighttime bat walk), deployment of static detectors, habitat assessments for bat suitability and preliminary roost assessment.
* Analyse and interpret bat call recordings using software (Kaleidoscope and BatExplorer).
* Prepare survey reports and contribute to ecological assessments.
* Work independently (following the company ‘buddy’ system) or as part of a team in varied environments, often at night (Please Note: There is no lone working for night work).
* Ensure health and safety protocols are followed during fieldwork
* Travel across Ireland as required; overnight stays will be necessary.
* Meet regularly with your Line Manager to ensure that you are managing your workloads appropriately with them.
* Desk based assessments to inform Ecology reports.
* Complete maintenance and upkeep of bat equipment.
* Follow health and safety guidance according to APEM Group Health and Safety Statement and implement company and Client requirements for Health and Safety for yourself and others, particularly while on site.
* Ensure you engage in in-house training in the use of Survey123 and/or other survey techniques / equipment used by APEM field surveyors in day to day running of work to ensure all data is collected, collated and stored appropriately and safely on the APEM Server for inclusion with reports.
* To carry out any additional activities that may be resonably 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 training that are specific to your role.

**Skills/Knowledge/Experience/Qualifications**

**Essential** -

* Positive, friendly and motivated work attitude, with good, open communication with your peers.
* Willingness to learn skills to carry out bat surveys including surveys for bat habitat suitability, preliminary roost assessment surveys, emergence / re-entry surveys and hibernation surveys.
* Ability to prioritise own workload to meet the requirements of the company and be able to work autonomously.
* Working knowledge of Microsoft Word and Excel.
* Working knowledge of wildlife and conservation legislation within Ireland.
* Full, clean EU driving licence.

**Desirable** -

* Experience of data management (using Excel and/or other programmes).
* Experience of mapping using GIS (e.g. ArcPro / QGIS).
* Experience in bat call analysis software and using bat detectors (e.g. Kaleidoscope).
* Membership with a professional body or working towards this (e.g. CIEEM).
* Experience in ecology field other than bats e.g., botany, aquatics, birds, mammals etc.

**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.**