**Job Description**

**Role title: Principal Ornithologist**

**Reports to: Associate Director**

**Grade: Principal**

**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 Principal 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, as well as managing your own projects from inception to completion, you will be taking on greater responsibility for people and larger / more complex project management, as well as more aspects of people, technical, commercial and business development. You will 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 high level 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 team in a vibrant and enthusiastic team.

**Key Responsibilities**

* Work with Management Team to develop Company Strategies and approaches to ensure highest standard of delivery;
* Developing excellent relationships with clients and attending meetings with clients and design teams when necessary;
* Communicate complex ornithological concepts and ideas confidently and effectively to a wide range of audiences;
* Undertake business development, with the competency and authority to lead negotiations and discussions with Key Clients;
* Manage quality including attention to detail and accuracy, delivery of contracts on time and to the highest possible standards, and continue to strive to improve the quality of work produced by the team;
* Undertake ornithological surveys, and at times other ecological surveys;
* Liaise with our data handling team and provide expert ornithological input where necessary;
* 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;
* Project manage complex ornithological surveys, impact assessments and other 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;
* Prepare written ornithological reports with the output of field survey effort, including mapping, data collation, etc.;
* Prioritise assigned workload while balancing client expectations, resources and project deadlines;
* Undertake critical evaluation of scientific evidence;
* Scope, and prepare fee proposals for ornithological surveys with clear project outputs within set deadlines;
* Build & maintain client and stakeholder relations;
* Be able to provide pragmatic, commercially aware ornithological advice to our portfolio of major clients;
* Provide Expert Witness at oral hearings as necessary;
* Manage staff teams directing and helping them balance a busy and varied workload, reviewing outputs from colleagues and providing guidance and mentoring for junior members;
* 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** -

* Six years plus post-graduate experience in environmental consultancy or similar;
* Excellent ornithological survey and assessment skills;
* Understanding ornithological impacts of onshore wind developments;
* Full, clean EU driving licence;
* A broad range of ornithological experience on large-scale projects in key sectors, notably with well-developed expertise in impact assessment of infrastructure proposals;
* 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 running and interpreting Collision Risk Models;
* Experienced in the oral hearing process and in the role of expert witness;
* Excellent technical report writing skills;
* Experienced in a business development role;
* Experienced in working in multi-disciplinary teams;
* Excellent communication, organisational and project management skills;
* A full clean EU driving licence;
* Experience in impact assessment of a wide range of sectors, notably onshore wind projects;
* A specialism in ornithology with a broader working knowledge of other inter-related fields;
* Chartered CIEEM member or Full Member for 5+ Years or equivalent professional body;
* A relevant post-graduate qualification;
* Access to own vehicle;
* 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.**