**Job Description**

**Role title: Principal Ecologist**

**Reports to: Associate Director**

**Grade: Principal**

**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 senior team, this Principal Ecologist role will help drive forward our delivery of ecological consultancy, notably in terms of high-quality work in a given area (such as botanical, invertebrate, bird, bat, 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 Principal 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 and financial management of complex ecological surveys, impact assessments and other ecology projects from inception to completion, including interaction with project stakeholders, clients and project team members.
* Prepare written ecological reports with the output of field survey effort, including mapping, data collation etc.
* Communicate complex ecological concepts and ideas confidently and effectively to a wide range of audiences including client liaison and stakeholder engagement with project teams, legal advisors and external parties such as statutory consultees.
* Carryout business development, with the competency and authority to lead negotiations and discussions with clients including associated fee and technical proposal development.
* Co-ordinate and manage sub-consultants and line manage APEM early career ecologists.
* Review and approve technical outputs from colleagues and provide technical guidance and mentoring for early career ecologists.
* 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 a Bachelor of Science Degree in an environmental or ecological subject.
* Excellent skills in given area (e.g. botanical, bird, invertebrate, bat, land / habitat management, or general) skills.
* A broad range of ecological experience on large-scale projects in key development and infrastructure sectors, notably with well-developed expertise in the Ecological Impact Assessment (EcIA) of development and infrastructure proposals and/or expertise in land management / habitat restoration practices on a national scale.
* Experience of carrying out survey work including leading protected species surveys and developing mitigation proposals including an understanding of habitat enhancement, habitat management and restoration principles.
* A thorough knowledge of ecological legislation and planning policy in Ireland, Northern Ireland and the EU, including the EU Habitats Directive.
* A track record in, or aspirations for, Continuing Professional Development (CPD) and supporting the development / management of early career ecologists.
* Excellent analytical skills with a strong focus on finding solutions in relation to ecological and project management issues.
* Excellent communication, report writing and review skills.
* Proven project management capabilities.
* Willing, and where reasonably practicable, able to have time away from home (occasional travel to and from sites / meetings, with overnight stays as required depending on the project).
* Full Clean driving licence.

**Desirable** -

* Experience in impact assessment of a wide range of sectors.
* Managing and mentoring teams.
* 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, Technical ability in botany/aquatics/protected species etc.).
* Membership of, or Chartered status with, a chartered institution, such as The Chartered Institute of Ecology and Environmental Management (CIEEM).
* MSc or PhD in an environmental or ecological subject.
* Experience in stakeholder engagement and/or the oral hearing process (e.g. role of an expert witness).
* Health & Safety and/or First aid training.

**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.**