



SEASONAL BAT ECOLOGIST JOB DESCRIPTION

Job Title: Seasonal Bat Ecologist

Company: Scott Cawley Ltd

Location: Co. Dublin (travel nationwide)

Employment Type: Seasonal Contract (Apr – Sept)

Salary: Commensurate with experience

Closing date: 1pm Mon 17th Feb 2025

ABOUT US

Scott Cawley Ltd is one of Ireland's longest established specialist ecological consultancies with a reputation as leaders in our field. Our vision is to lead the way in providing solutions for the protection and restoration of biodiversity. With a reputation for excellence, we work on diverse projects across multiple sectors, including transport, pharmaceutical, industrial, energy, utilities, technology and residential. To meet our growing business needs and future development aspirations, Scott Cawley is seeking talented Senior Consultant Ecologists to join our team of experts. The successful people will become part of a respected and ambitious team, contributing to our vision.

We believe in growing and retaining our own – and within our growing company there is huge potential for career progression. We're invested in you and your success, and we place our staff at the heart of our business. We value employee's wellbeing and healthy work life balance, support continuous professional development and we offer a competitive package to retain and attract the best talent. With a culture of openness, there is always someone within the company who can provide guidance and support for almost any query. We operate a hybrid working arrangement and different working hour patterns to suit you and our business. We also operate a comprehensive onboarding process to ensure a smooth transition into the company for both you and us. Our team of experts are committed to delivering high-quality service while providing solutions for the protection and restoration of biodiversity.

THE ROLE

We are recruiting a number of Seasonal Bat Ecologists to our team for the summer 2025 season. Successful candidates will be offered a 6-month fixed-term seasonal contract (April to September).

These roles are four days per week (30 hours per week).

These roles will afford the successful candidates the opportunity to work primarily on bat surveys across our project portfolio, including our transport infrastructure projects of strategic national importance across Ireland. The candidate will gain invaluable practical experience conducting bat surveys, as well as experience managing and analysing large ecological data sets.

As the work is primarily concerned with bat surveys, there will be a requirement to work outside of regular office hours to undertake dusk and dawn bat surveys. Some deskwork will be required for downloading bat data and other desk duties such as desktop studies as and when the need arises. Full training will be provided to successful candidates, including usage of bat equipment, analysis of bat data and health and safety training. As the role is fieldwork heavy and requires traversing all types of terrain, a good level of physical fitness is required.

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Although focused on bat surveying, dependent on individual's skillsets and business demands, the opportunity may arise to be involved with other ecological surveys (e.g. habitat surveys, bird surveys, terrestrial mammal surveys).

Responsibilities

- The nature of the work will be focused on conducting bat surveys for projects throughout the country, as well as data collation, analysis and management of bat data following field surveys.
- In-house training in survey methodologies and use of specialist equipment and software will be provided.
- The role will require landowner liaison to arrange access.
- The role requires being willing and available for night-time and early morning work. Given much of the focus of the work will be bats, much of the work will be at night or early morning.
- The work will take place all over the country. Travel and overnights away from home will be required.
- Requirement to work as part of a team promoting the business and maintaining the company's reputation and standards.
- Requirement to report regularly to line managers and directors on significant issues arising.
- Work schedule will be managed to balance night work with day work and ensure adequate rest periods.
- Depending on the nature and volume of the company's work over the summer, the role may additionally involve assisting our team of ecologists in a range of tasks including shadowing or assisting with ecological surveys, desktop data studies, GIS work, drafting and/or contributing to ecological reports.

Qualifications and Requirements:

Essential

- Certified qualification in ecology, natural science or a related biological discipline.
- A full driving licence and use of a car.
- Availability, ability and willingness to work outside of regular office hours (i.e. early morning and evening work).
- Availability to travel throughout Ireland and overnights away from home.
- Some experience in field working or similar outdoor survey conditions e.g. field clubs, bird watching, voluntary clubs.
- Ability to work within a team.
- Ability to work well in a busy environment unsupervised and using own initiative.
- Excellent written and spoken English.
- Excellent IT skills.
- Excellent communication, organisational and time management skills.

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- Flexible friendly attitude and willingness to adapt to the changing needs of a small but fast-growing business.

Desirable

- 1 or more years' professional experience in ecological consultancy would be highly desirable but not essential.
- Previous bat survey experience.
- Previous experience in using bat call analysis software (e.g. BatExplorer, Kaleidoscope Pro, GIS).
- Previous experience managing large and complex ecological (or other) datasets. Membership of Chartered Institute of Ecology and Environmental Management.
- Ecological report writing skills.
- A skillset in other ecological areas (e.g. bird identification and survey, botany and habitat survey).

SALARY AND BENEFITS

- Salary commensurate with experience
- Annual leave of 25 days per annum pro rata.
- Generous work clothing allowance (on a vouched expenses basis).
- Employee Assistance programme, digital gym and wellbeing app.
- Opportunities for personal and professional growth supported by on the job Continuing Professional Development opportunities.
- Access to a large team of experienced and friendly ecologists in a dynamic and growing company.

HOW TO APPLY

If you are passionate about biodiversity and possess the qualifications outlined above, we would love to hear from you!

Deadline for applications is **1pm on the 17th of February 2025**, by return of **CV and completed application form emailed to jobs@scottcawley.com**.

Application form can be found at www.scottcawley.com/careers

Applications without both CV and completed application form will not be accepted.

Please note that virtual interviews will be held on **26th and 27th February 2025**, and candidates must be available for interview on these dates.