

SCOTT CAWLEY

SENIOR CONSULTANT ECOLOGIST

JOB DESCRIPTION

ABOUT US

Scott Cawley Ltd. is one of Ireland's longest established specialist ecological consultancies with a reputation as leaders in our field, specialising in providing innovative and best practice 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. We have been at the core of some of the most important and exciting infrastructure, energy and policy developments in the State over the last 15 years including Aviva Stadium, Dublin Docklands, St. James's Gate Brewery, Luas, Metro North, Dart, BusConnects and N6 Galway City Ring Road. With a culture of openness, there is always someone within the company who can provide guidance and support for almost any query. 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.

We believe in growing and retaining our own – and within our growing company there is huge potential for career progression. As an Equal Opportunity Employer, we believe in each person's potential, and we'll help you reach yours. 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. We operate a hybrid working arrangement and different working hour patterns to suit you and our business.

OVERVIEW OF THE ROLE

As a Senior Consultant Ecologist, with 4+ years' experience, you will play a key role in conducting ecological surveys, data digitisation and analysis, writing and contributing to ecological reports. As well as all of the above and you may design, supervise and manage ecological survey programmes and undertake more complex or specialist ecological surveys. More experienced individuals will also manage projects and clients. You will work closely with a team of professionals in-house but also externally on our projects, contributing to the development and implementation of projects that protect and restore biodiversity.

KEY RESPONSIBILITIES

To carry out a range of ecological consultancy services which will include:

- Plan, design and undertake multidisciplinary and specialist (habitat, botanic, mammals, bats, birds etc.) ecological surveys of sites around the island of Ireland, including unsupervised and/or in remote locations and including seasonal night working.
- Working closely with other members of staff and multi-disciplinary design teams to provide appropriate ecological design solutions. This will require dealing with project team members and understanding environmental, planning and development-related issues including those outside of the field of ecology.
- Ability to direct, supervise and manage teams of staff members and/or sub-contractor's projects.
- Using GIS software for collecting, analysing and preparing digital maps.

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- Preparation of specialist ecological reports and monitoring (e.g. invasive species management plans, habitat restoration plans, woodland management plans, biodiversity action plans etc.).
- Independently contributing to and responsibility for the project management and delivery of Ecological Impact Assessments (EclA), Biodiversity chapters and Appropriate Assessment reports (AA Screening, NIS, NIR) which will include carrying out site surveys, assessing impacts of proposed developments and activities, and recommending mitigation measures.
- Working closely with other staff members and sub-contractors as part of ecological survey teams, with a supervisory/mentoring role to more junior staff as appropriate to candidate's position and level of seniority within the team.
- Consultation with relevant stakeholders including central government departments, planning authorities, Heritage and Biodiversity officers, National Parks and Wildlife Service, Inland Fisheries Ireland and other public bodies.
- Management of projects, with more experienced individuals managing more complex projects of an appropriate scale.
- Reporting regularly to line manager, project managers or Pod Leads on significant issues arising.
- Requirement to work as part of a team promoting the business and maintaining the company's reputation and standards.
- More experienced individuals within this grade will be assigned as a mentor to less experienced staff.
- Maintaining up to date knowledge of industry changes, best practice, guidelines, legislation and policy.
- Project financial management including working within budgets, meeting targets and monitoring of profitability for individual projects.

The role will be varied and while the main focus will be on ecology, there will also be a requirement to input into a range of other areas such as assisting in researching and preparing fee proposals and conducting routine office administrative duties.

EXPERIENCE & SKILLS

QUALIFICATIONS/TRAINING

- An honours degree in ecology, natural science or a related biological discipline. A postgraduate degree will be advantageous but not essential.
- Membership of Chartered Institute of Ecology and Environmental Management (CIEEM) at appropriate level.

LENGTH OF EXPERIENCE

- 4+ years' experience in ecological consultancy.

WORKING BACKGROUND & OTHER CORE SKILLS

- Good field identification skills in at least one area (e.g. botany, birds, mammals) and experience conducting ecological surveys.

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- Good working knowledge of habitat and species survey design and implementation to relevant industry best practice guidelines.
- Good working knowledge of impact assessment and mitigation practices for large development types and for European and Irish protected species.
- Excellent technical report writing skills, including proven track record in writing reports for AA and EclA.
- Good working knowledge of Irish and EU wildlife and planning legislation.
- Excellent written and spoken English.
- Good problem-solving skills and initiative.
- Strong organisational, project and time management skills (including technical, financial and quality aspects).
- Full driving licence, use of a car and availability to travel throughout Ireland including overnights away from home.
- A passion for ecology, working outdoors in all conditions, a scientific approach to work and attention to detail.
- Ability to work well in a busy environment unsupervised and using own initiative.
- Ability to take instruction and willingness to learn new skills.
- Flexible, friendly attitude and willingness to adapt to the changing needs of a growing business.
- Commitment to a high level of client care and service delivery.
- Commercial awareness of the ecological consultancy market.

KEY RELATIONSHIPS

- Wider team of Ecologists, in particular Senior Ecologists (line manager).
- Chief Technical Officer
- Senior Management Team