



**PEACEPLUS**

Northern Ireland - Ireland

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**Ulster  
Wildlife**

# Marine Project Manager (Coastal Monitoring & Adaptation Planning Project)

*This project is supported by PEACEPLUS, a programme managed by the Special EU Programmes Body (SEUPB).*

## **CLOSING DATE:**

12:00pm

Monday 09 June 2025

Ulster Wildlife  
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10 Heron Road  
Belfast  
BT3 9LE  
02890 454094

[recruit@ulsterwildlife.org](mailto:recruit@ulsterwildlife.org)

[www.ulsterwildlife.org](http://www.ulsterwildlife.org)

## MARINE RECOVERY AT ULSTER WILDLIFE

Thank you for your interest in the Marine Project Manager role as part of the Coastal Monitoring & Adaptation Planning Project (CMAP). Funded by PEACEPLUS, a programme managed by the Special EU Programmes Body (SEUPB), CMAP is a €9.6M EU PEACEPLUS-funded, cross-border project, led by Ulster University, that will help create sustainable adaptation to the threats posed by climate change and provide decision-makers and stakeholders at the coast with information on the nature of coastal change. CMAP will create an improved understanding of coastal change, awareness of adaptation options and explore sustainable options for habitat and species restoration under climate change.

Ulster Wildlife is working in partnership with Ulster University and key stakeholders to address the climate and biodiversity crisis along the coasts of Ireland and Northern Ireland.

We are facing an urgent, interconnected climate and biodiversity crisis, particularly impacting our coastal regions. Species loss, rising sea levels, and increased storm intensity are driving coastal erosion and weakening ecosystem resilience. Addressing these challenges requires coordinated efforts from local authorities, communities, and government departments. Ulster Wildlife aims to support local action initiatives, engaging communities and informing policymakers about critical environmental decisions.

We will plan the development of coastal habitat and species recovery initiatives through pilot projects, creating regional plans rooted in evidence-based restoration and conservation. Our focus includes regional recovery of native oyster populations, piloting seagrass restoration projects, and building capacity for saltmarsh conservation. Alongside hands-on conservation efforts, we will advocate for broader marine protection through political engagement, participation in expert working groups, and public education.



## ABOUT ULSTER WILDLIFE

We are Northern Ireland's largest local nature conservation charity, established in 1978. We're working to bring nature back on land and at sea, inspire people to take action for nature and climate, and play our part in ending climate and ecological emergencies. We manage 18 nature reserves; save species at risk from sharks to hedgehogs; restore and connect habitats such as peatlands; influence government policy and empower people to stand up for nature. We are one of 46 independent Wildlife Trusts, collectively working across the UK to bring nature back. We are driven and supported by almost 14,000 members.

Nature is in crisis and declining at rates unprecedented in human history. Ulster Wildlife has a plan to not only slow the loss of nature, but to actively reverse its decline.

Our Vision - A wilder future where people and nature are thriving together.

See – [www.ulsterwildlife.org](http://www.ulsterwildlife.org) for more information about us and our important work.



## **PEACEPLUS PROGRAMME**

PEACEPLUS is a new cross-border funding Programme supported by the European Union, the Government of the United Kingdom of Great Britain and Northern Ireland, the Government of Ireland, and the Northern Ireland administration.

The Programme is designed to support peace and prosperity across Northern Ireland and the border counties of Ireland, building upon the work of the previous PEACE and INTERREG Programmes.

The programme has been divided into six themes and 22 investment areas. Each new programme aims to address longstanding social and economic challenges which have and continue to impact our communities. Within each theme there are several investment areas - these will have a more specific focus and target specific organisations such as local authorities or community groups.

## **INVESTMENT AREA 5.2**

### **MARINE AND COASTAL MANAGEMENT**

The key objective of Investment is to promote climate change adaptation and sustainable marine and coastal management, resulting in improved knowledge and management of the transboundary marine environment and a Programme Area which is more resilient and responsive to climate change and threats from human activities.

## **COASTAL MONITORING & ADAPTATION PLANNING (CMAP)**

The postholder will be a full time Marine Project Manager, for Ulster Wildlife, as part of the Coastal Monitoring & Adaptation Planning Project (CMAP). CMAP is a €9.6M EU PEACEPLUS-funded, cross-border project, led by Ulster University, that will help create sustainable adaptation to the threats posed by climate change and provide decision-makers and stakeholders at the coast with information on the nature of coastal change. CMAP will create an improved understanding of coastal change, awareness of adaptation options and explore sustainable options for habitat and species restoration under climate change.

The proposed work packages are designed to directly address aspects of climate change with a focus on blue carbon, biodiversity recovery and adaptation. The restoration and conservation action programme will embrace the concept of Nature Based Solutions to achieve these combined goals. The project brings together a diverse partnership of research institutions, public bodies, NGOs, and environmental charities to implement cross-border solutions for sustainable coastal management.

CMAP is a first-of-its-kind initiative in Ireland, combining science, policy, and community action to create a sustainable coastal future. The project will adopt a continuum of networked cross-border sites spanning from the Northwest of Ireland to the Western Irish Sea. The delivery of projects will be co-delivered by Irish & Northern Irish partners. Whilst the pilot projects are site specific the derived outputs will be applicable to habitats



across the region spanning the wholescape of transboundary coastal habitats. It aims to shift coastal management paradigms by moving from rigid defence strategies to dynamic, ecosystem-based solutions.

## **ULSTER WILDLIFE'S ROLE**

Ulster Wildlife plays a leading role in the CMAP project through the Ecosystem Recovery & Evidence Work Package. Our focus is on restoring coastal ecosystems using evidence-based strategies. In collaboration with project partners, we are developing targeted Restoration Action Plans for saltmarshes, intertidal flats, and subtidal seagrass habitats.

Ulster Wildlife is also responsible for collecting scientific evidence to assess the benefits of restored habitats, including improvements in biodiversity, carbon storage, and shoreline protection. To build local capacity, we will support training programmes and lead citizen science initiatives that involve communities directly in monitoring and restoration efforts.

As part of the Community Engagement & Education Work Package, Ulster Wildlife will establish an Urban Marine Lab in Belfast. This hub will serve as a centre for outreach, education, and innovation—engaging schools, communities, and stakeholders in hands-on learning. It will also showcase nature-based solutions for urban marine environments, such as floating wetlands and other sustainable coastal infrastructure.

Through our leadership and collaborative approach, Ulster Wildlife aims to demonstrate real-world marine habitat and species restoration, strengthen community involvement, and support broader climate adaptation efforts along our coast.



# RECRUITMENT PROCESS

## APPLICATION FORM

Please download an application form from [www.ulsterwildlife.org/jobs](http://www.ulsterwildlife.org/jobs). The completed application and monitoring form must be received no later than **12 noon on Monday 09 June 2025** in Microsoft Word format (NOT PDF) via email to [recruit@ulsterwildlife.org](mailto:recruit@ulsterwildlife.org). Applications received after the deadline will not be accepted. CVs will not be accepted.

Under the section headed 'Role Requirements' it is essential that applicants clearly demonstrate through the use of examples how they meet the essential and/or desirable criteria required for the post. It is not acceptable to simply restate the criteria. The shortlisting panel will not make assumptions and if applicants do not demonstrate, through examples, how they meet the criteria they will not be shortlisted to the next stage of selection.

Ulster Wildlife reserves the right to interview only those who demonstrate on their application form that they fully meet the essential criteria and desirable criteria. Ulster Wildlife reserves the right to apply additional criteria to facilitate the shortlisting process where necessary.

All applicants will be contacted regarding the outcome of their application. However, regretfully due to limited resources, Ulster Wildlife cannot provide feedback regarding your application.

Ulster Wildlife makes employment decisions based solely on merit however any offer of employment is conditional on the receipt of two satisfactory references, certificates to support stated qualifications, and proof of the right to work in the UK. Please note Ulster Wildlife does not hold a Sponsor License.

Candidates who score above the minimum threshold during a recruitment selection process, but whose scores mean they are ranked lower than other successful candidates, may be kept on a reserve list for similar roles for a period of up to 12 months.

Canvassing will automatically disqualify.

Ulster Wildlife supports the principles of equality of opportunity. Ulster Wildlife's Safeguarding Commitment Statement can be found here [www.ulsterwildlife.org/safeguarding-statement](http://www.ulsterwildlife.org/safeguarding-statement).

Ulster Wildlife is committed to protecting the privacy and security of your personal information. You can read about how and why Ulster Wildlife uses your personal information here [www.ulsterwildlife.org/privacy-notice](http://www.ulsterwildlife.org/privacy-notice).

## INTERVIEW

Following shortlisting successful candidates will be invited to a face to face interview. The interviews are planned for **week commencing Monday 23 June 2025**.

The interview will consist of a presentation on a topic related to the role (which will be relayed to candidates following successful shortlisting) followed by a set of questions asked by a panel of Ulster Wildlife staff.

If you have any questions about the role or assessment process, please contact us at [recruit@ulsterwildlife.org](mailto:recruit@ulsterwildlife.org)



## JOB DESCRIPTION

<b>Role:</b>	Marine Project Manager – CMAP (Coastal Monitoring and Adaptation Planning) Project
<b>Salary:</b>	£34,905 to £38,132. Access to employer's contributory pension scheme - maximum 10% per annum.
<b>Hours:</b>	Full-time hours – 37.5 hours per week. Occasional evening and weekend work will be required.
<b>Location:</b>	Ulster Wildlife Offices, McClelland House, 10 Heron Road, Belfast, BT3 9LE. There will be occasional travel throughout the UK and Ireland. A combination of office and home working will be possible.
<b>Contract:</b>	Fixed Term Contract to 31 March 2029, unless renewed. This post is subject to a 6-month probationary period.
<b>Leave:</b>	24 days annual leave per annum plus 12 days statutory holidays, rising to 26 days following three years' service.
<b>Responsible for:</b>	Marine Project Officers x 2 (CMAP Project)
<b>Reporting to:</b>	Head of Marine Recovery.
<b>Other benefits:</b>	Health cash-back plan, flexi-time system and onsite parking.

## OVERVIEW

**This post is supported by PEACEPLUS, a programme managed by the Special EU Programmes Body (SEUPB).**

The Coastal Monitoring and Adaptation Planning (CMAP) project, led by Ulster University, addresses the climate and biodiversity crisis along the coasts of Ireland and Northern Ireland. Rising sea levels, species loss, and increased storm activity threaten ecosystem resilience and coastal communities. CMAP integrates physical and ecological elements to develop adaptive strategies for coastal processes alongside habitat and species recovery.

The project brings together a diverse partnership of research institutions, public bodies, NGOs, and environmental charities to implement cross-border solutions for sustainable coastal management. Ulster Wildlife will lead a work package on Ecosystem Recovery & Evidence. The work package focuses on coastal habitat and species recovery by implementing evidence-based restoration and conservation strategies. The goal is to develop frameworks and pilot actions that will restore degraded ecosystems, improve biodiversity, and enhance the resilience of coastal and marine environments.

The Marine Project Manager – CMAP will support Ulster Wildlife's delivery within the CMAP programme, in particular the activities relating to ecosystem recovery, baseline evidence and monitoring. This will focus on intertidal and subtidal blue carbon habitats and saltmarsh. These elements are in the front line of sea level rise, changing storm action and replacement by coastal defences. Recovery of these habitats and species needs to be embedded in adaption and mitigation planning. The post will include representing Ulster Wildlife within the CMAP project, providing technical and scientific expertise, and raising awareness of species and habitat recovery. The postholder will plan, deliver, and coordinate delivery of Ulster Wildlife's CMAP workplan and the management of staff and associated volunteers.



## **DUTIES OF THE POST**

### **1) Belfast's Urban Marine Living Lab**

The Urban Marine Living Lab, located in Belfast, is aimed to provide a focal site to demonstrate innovative nature-based solutions, for coastal areas habitats allowing community engagement, education, and raising public awareness.

- Develop and build relationships with Belfast maritime stakeholders
- Support the CMAP Marine Project Officers to procure equipment and secure licenses required to install new ecosystem pontoons in Clarendon Dock.
- Support the CMAP Marine Project Officers to plan the maintenance and monitoring of the urban marine lab pontoons.
- Responsible for the appropriate and safe use and maintenance of field survey and other equipment for use on projects.
- Maintain biosecurity and health and safety processes for management and monitoring of the oyster nurseries in the outdoor lab.
- Ensure surveys if completed by consultants or external parties comply with all H&S requirements (e.g. diving).

### **2) Habitat and Species Restoration – Blue Carbon**

In conjunction with the Head of Marine Recovery and CMAP programme lead (University of Ulster):

- Develop management plans for selected saltmarsh, intertidal flats and subtidal seagrass sites.
- Collect scientific data to carbon storage, biodiversity, and shoreline processes in saltmarsh sites.
- Perform botanical surveys and sampling of coastal vegetation strips.
- Communicating and highlighting relevant research internally and externally.
- Support the CMAP Marine Officers to recruit, train and manage volunteers.
- Assist with fieldwork, to survey and sample, saltmarsh and seagrass habitats, using botanical survey methods, soil sampling and gas exchange equipment.

### **3) Marine and Coastal Partnership**

- Establish a Marine and Coastal Partnership group to coordinate, facilitate and promote Coastal Recovery activities within the region to ensure best practice, knowledge sharing and joined up thinking.
- Agree Terms of Reference, membership and operating procedures.
- Develop case studies documenting both the successes and failures of habitat and species restoration attempts.
- Review best practice methods for restoration developing 'handbooks' for recovery of the focal habitats and species.

### **4) Project Management**

- Act as budget holder in conjunction with the Head of Marine Recovery for Ulster Wildlife's CMAP delivery
- Ensure the key activities and deliverables achieved on time and within budget.
- Manage relationships with CMAP partners as required.
- Ensure all funding requirements are met including progress reports and claims.
- Lead external and internal meetings to provide relevant science support on CMAP.
- Liaising with potential partners and key stakeholders.

- Share learnings from research to elevate the profile of CMAP externally and to assist in the development of science assets, such as evidence-based reports and briefings.
- Represent CMAP when required at regional and national level for engagement on marine and coastal recovery projects.
- Work closely with the fundraising and communications team to identify and use opportunities to promote CMAP activities.
- Coordinate the development and implementation of external contracts for projects and research, relevant budget lines, aligning to procurement practices and working with consultants as required.

## **5) Managing People**

- To line-manage two CMAP Marine Project Officers - to include participation in line management duties, and annual performance review.
- Co-ordinate the production and implementation of relevant staff's monthly and annual work programmes/plans.
- Encourage the development, use and support of volunteers within your area of responsibility and where appropriate directly supervise them.
- Ensure your team's Health & Safety requirements are identified and managed appropriately.

## **ORGANISATION-WIDE RESPONSIBILITIES OF POST**

While every member of staff has their own specific tasks and duties to perform on a day-to-day basis, there are also a number of additional areas of work that you will be expected to take part in for the overall development and delivery of the organisation's aims. These include:

- Participation in the development and implementation of Ulster Wildlife's overall strategy and operational plan.
- Play a proactive and positive role in Ulster Wildlife's team.
- Support the fundraising activities of the organisation.
- Adhere to the policies and practices of Ulster Wildlife at all times and to respect the policies and practices of project partners.
- Identify and implement Learning & Development processes.
- Co-operate with and support volunteers and where appropriate supervise them.
- Participate in staff meetings.
- Ensure that contact with others is of a style and quality consistent with Ulster Wildlife's ethos.
- Respond to internal and external requests for advice and information

No job description can cover every issue which may arise and subsequently the post-holder may be expected to carry out other duties broadly consistent with those itemised above.

## **PERSON SPECIFICATION**

### **Essential Criteria**

1. A degree or post-graduate-level marine focused qualification and a minimum of 2 years full-time or part-time equivalent relevant experience in marine habitat conservation or 'Blue Carbon' projects and research **OR** 4 years full-time or part-time equivalent relevant experience in marine habitat conservation or Blue Carbon projects and research.
2. Demonstrable experience of coordinating and delivering successful marine conservation projects and/or research.
3. Experience of effective stakeholder liaison and relationship-building.

4. Experience of staff or volunteer supervision.
5. Experience in the use of Geographic Information System (GIS) Software.
6. Comprehensive understanding of marine biodiversity, habitats, and climate change mitigation and adaptation.
7. Experience of biological monitoring and gathering and analysing data in the marine environment.
8. Excellent interpersonal skills and the ability to communicate concisely and influence effectively both internal and external stakeholders.
9. Excellent written and verbal presentation skills and experience of drafting reports, leading and managing meetings and representing an organisation externally.
10. Proven financial acumen, with experience of managing project budgets and procuring equipment or services.
11. Demonstrable experience of implementing health and safety policies and procedures.
12. Access to transport for business purposes which will enable the fulfilment of the requirements of the post.

### **Desirable Criteria**

- 1) Experience in developing and delivering marine training programmes.
- 2) Previous experience of working with International / EU funded programmes.

**Issued: May 2025**



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