



Peatlands Conservation Officer (An Creagán)

Funded via the Carrier Bag Levy by:



CLOSING DATE:

12:00pm

Tuesday 10 June 2025

Ulster Wildlife
McClelland House
10 Heron Road
Belfast
BT3 9LE
02890 454094
recruit@ulsterwildlife.org
www.ulsterwildlife.org

PEATLANDS AT ULSTER WILDLIFE

Thank you for your interest in the Peatlands Conservation Officer role based at An Creagán Visitors Centre.

Peatlands are unique wetland landscapes, characterised by waterlogged organic soils made of dead and decaying plants. Peatlands provide ecosystem services with economic and environmental impacts providing a natural source of water filtration and absorbing excess water and therefore reducing flooding. Alongside this, peatlands preserve some of the oldest archaeological remains from roads to settlements.

In Northern Ireland while semi-natural peatland only covers 12% of the land area, they account for 53% of the soil carbon, illustrating their significance in combating climate change.

At present, over 80% of Northern Ireland's peatlands are damaged or degraded, which has devastating consequences for nature, people and climate. Ulster Wildlife and its partners are aiming to restore peatland to bring back nature, to provide clean water, prevent flooding and provide large-scale carbon stores to mitigate against climate change.

Restoration is a multifaceted process involving initial land surveys to formulate plans to improve the hydrology, by slowing water movement and increasing the water table. This ultimately increases the level of trapped peat which facilitates the pooling of water, and the growth of mosses providing habitat for insects and birds.



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 over 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 for more information about us and our important work.



RECRUITMENT PROCESS

APPLICATION FORM

Please download an application form from www.ulsterwildlife.org/jobs. The completed application and monitoring form must be received no later than **12 noon on Tuesday 10 June 2025** in Microsoft Word format (NOT PDF) via email to 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.

Please note that because of the nature of the role needing frequent travel to rural peatland sites that candidates are required to have a full driving licence and access to your own vehicle.

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.

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.

INTERVIEW

Following shortlisting successful candidates will be invited to a face to face interview at Ulster Wildlife Offices, 10 Heron Road, Belfast, BT3 9LE. The interviews are planned for **Wednesday 25 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.



JOB DESCRIPTION

Role:	Peatlands Conservation Officer
Salary:	£24,023 – £27,983 gross per annum. Access to employer's contributory pension scheme - maximum of 10% per annum.
Hours:	Full-time hours – 37.5 hours per week. Will require some weekend and evening work.
Location:	An Creagán Visitor Centre, 186 Barony Rd, Omagh Co.Tyrone BT79 9AB. A combination of office and home-working will be considered. There will be regular travel across Northern Ireland and occasional travel throughout the UK and Ireland.
Contract:	Fixed term contract to 31 March 2028 (unless renewed). This post is subject to a 6-month probationary period.
Leave:	24 days per annum plus 12 days statutory holidays rising to 26 days following three years' service.
Reporting to:	Senior Technical Officer (Peatlands)
Other benefits:	Health cash-back plan, flexi-time system.

OVERVIEW

Ulster Wildlife is one of Northern Ireland's leading providers of peatland restoration services, with a growing team of skilled practitioners delivering landscape scale restoration works, helping to maximise the contribution of peatlands to Northern Ireland's net zero journey and help to halt and reverse the decline of biodiversity. The Peatlands Technical Team works with landowners, partners and contractors to survey, plan and develop restoration plans across Northern Ireland.

A Peatlands Collaborative Network has also been established, comprising a range of stakeholders. This Network will support DAERA in the delivery of the Northern Ireland Peatland Strategy. The Peatlands Team works to inform future peatland restoration planning and design and deliver a pipeline of peatland restoration projects within the Network.

The post-holder will work with Senior Technical Officer (Peatlands) to prepare, implement, review and evaluate on-ground restoration works to improve the conservation status of various sites over the lifecycle of this project.

TASKS AND MAIN DUTIES OF THE POST

- Assist Senior Technical Officer (Peatlands) to manage on-ground works contracts, to ensure delivery to time and budget.
- Assist with fieldwork for the collection of scientific monitoring data, including peat depths, water table depths, and species-specific surveys for peatland sites across Northern Ireland.
- Assist Senior Technical Officers to carry out risk assessments for on-ground works to ensure compliance with health and safety requirements.
- Engage and liaise with landowners to secure participation in restoration management planning processes and in the implementation of restoration actions.
- Collection and management of ecological and hydrological data using GIS, to assist with the production of maps for restoration action plans, on-site contractors, and tender documents.
- Assist with the organisation of stakeholders meetings and events.

- Develop procurement documentation associated with the programme of planned on-ground works.
- Assist with reporting and claims processes to project funders.

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 work areas 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 the Ulster Wildlife's overall strategy and operational plan.
- Play a proactive and constructive role within Ulster Wildlife's team and ensure knowledge dissemination within the wider organisation.
- Develop strategic partnerships with external organisations.
- Adhere to the policies and practices of Ulster Wildlife at all times and respect the policies and practices of project partners.
- Identify and implement Learning & Development processes.
- Support and ensure positive experiences for volunteers within the organisation.
- Participate in internal staff and Board meetings.
- Support the communications and fundraising functions of the charity as required.
- 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 with those itemised above.

PERSON SPECIFICATION

Essential Criteria

1. A relevant degree-level qualification in a relevant subject e.g. ecology, land management, hydrology or other related subject OR at least two years full-time or part-time equivalent relevant experience.
2. Knowledge and understanding of NI's biodiversity and the management requirements associated with designated sites.
3. Knowledge of peatland restoration.
4. Demonstrable experience of building and maintaining effective relationships with farmers and / or landowners.
5. Experience carrying out conservation field work and data collection.
6. Knowledge of implementing health and safety policies and procedures.
7. Ability to communicate effectively, both written and verbally – effective presentation, report writing and the ability to converse with a diverse range of people at all levels.
8. Effective organisational skills including the ability to plan, manage and prioritise workloads for self, meet deadlines, plan and organise meetings and events.
9. High level of computer literacy with a good knowledge of Microsoft Office software.
10. Access to transport for business purposes to allow the post holder to carry out the full requirements of the role.

Desirable Criteria

1. Experience of managing contractors to carry out capital site works.
2. Experience of procurement procedures and associated document management.
3. Experience in the use of GIS software.

The post is funded via the Carrier Bag Levy by the Department of the Agriculture, Environment & Rural Affairs.

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