



PEACEPLUS
Northern Ireland - Ireland

Co-funded by the



European Union



UK Government



Rialtas na hÉireann
Government of Ireland



Northern Ireland
Executive
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**Ulster
Wildlife**

PEAT + Peatland Restoration Manager

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



CLOSING DATE:

12:00 pm Monday 01 September 2025

Ulster Wildlife
McClelland House
10 Heron Road
Belfast
BT3 9LE

recruit@ulsterwildlife.org

www.ulsterwildlife.org

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 19 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.

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.

The PEAT+ Project has been funded through the Biodiversity, Nature Recovery and Resilience Investment Area, within the PEACEPLUS Supporting a Sustainable and Better Connected Future theme.

PEAT+ PROJECT

The PEAT+ project, led by Ulster Wildlife in collaboration with cross-border partners, focuses on restoring peatlands across Northern Ireland and Ireland's border counties. This initiative integrates climate action, biodiversity enhancement, and community engagement to reduce emissions from degraded peatlands and increase their carbon capture post-restoration. It also aims to improve biodiversity, protect historical features, and contribute to flood prevention, water quality, and wildfire risk reduction.

The project is structured into three key work packages: Conservation Planning & Design, Peatland Restoration, and Capacity Building & Community Engagement. Through these efforts, PEAT+ will leave a lasting legacy by restoring vital habitats and fostering long-term environmental and community benefits. Partners in the project include – Ulster Wildlife, Armagh, Banbridge & Craigavon Borough Council, Newry, Mourne & Down District Council, Cuilcagh Lakelands Geopark, Mourne Heritage Trust, Atlantic Technological University Donegal, Crichton Carbon Centre. RTÉ is also expected to partner on the project.

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 Monday 01 September 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.

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.

We are being assisted by our recruitment partners **Beyond HR** (www.wegobeyondHR.com) therefore the information supplied on your application form will be shared with them for the purpose of administering the recruitment process in line with our privacy notice above. Candidates may be contacted directly by Beyond HR for the purposes of the administration of the recruitment process including but not limited to interview arrangements and the following up of employment conditions for successful candidates.

INTERVIEW

Following shortlisting successful candidates will be invited to a face to face interview. The interviews are planned for **25 September 2025**.

The interview will consist of a job related task (which will be relayed to candidates following successful shortlisting) followed by a set of interview 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 or call 07485 329716.



JOB DESCRIPTION

Role:	Peatland Restoration Manager (PEAT+ Project)
Salary:	£38,579 to £41,806. Access to employer's contributory pension scheme - maximum 10% per annum.
Hours:	Full-time hours – 37.5 hours per week but part-time (minimum of 30 hours) may be considered. Occasional weekend or evening work may be required.
Location:	Based at either Ulster Wildlife Offices, 10 Heron Road, Belfast, BT3 9LE or Ulster Wildlife Office, An Creagán Centre, Barony Road, Co. Tyrone, BT79 9AB. There will be regular travel within NI and occasional travel throughout the UK and Ireland. A combination of office and home working will be possible.
Contract:	Fixed Term Contract to 31 March 2029, unless renewed. This post is subject to a 6-month probationary period.
Leave:	24 days annual leave per annum plus 12 days statutory holidays, rising to 26 days following three years' service.
Reporting to:	Head of Peatland Recovery.
Responsible for:	Senior Peatland Conservation Officers x 2, Project Ecologist
Other benefits:	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).*

This role will lead Ulster Wildlife's element of peatland restoration and planning in the PEAT+ project, making a significant contribution to scaling up peatland restoration work and delivery. This post will manage Ulster Wildlife's PEAT+ peatland delivery staff, resources and budget supporting the team to implement restoration on a network of sites across Northern Ireland including Frosses Bog ASSI, Springmount Bog, Slieveanorra and Croaghan ASSI, Teal Lough ASSI and Moneygal Bog ASSI. Using skills and experience they will help steer the action of on-ground staff to ensure that project targets are met on time and within budget. The post will also ensure best value and use of resources within the delivery team.

This post will also line-manage the Project Ecologist post – whose role will be project-wide working with all partners within the PEAT+ Project to deliver ecological surveys and monitoring throughout the lifetime of the project. This post will also support the work of other project partners as required.

DUTIES OF THE POST

Project Management

- Coordinating fieldwork of the Ulster Wildlife PEAT+ delivery team as part of the PEAT+ Programme delivery including field surveys to develop restoration plans, map invasive species, or carry out monitoring.
- Coordinate the development and obtainment of statutory approvals and permissions for project activities including DAERA consents, Heritage Impact Assessments and landowner permissions.
- Liaise with contractors to ensure contract works are delivered as per specifications and in accordance with contract terms, consent conditions and health and safety requirements.

- Capture, monitor and summarise project activity in the form of reports, GIS data and databases.
- Manage the ongoing monitoring of project sites including hydrology, habitat condition, and species surveys through the Ulster Wildlife PEAT+ delivery team.
- Coordinate project-wide ecological recording and reporting in conjunction with the Project Ecologist and other partners.
- Participate in project promotional and public engagement activities as required.
- Attend and input into project-wide governance meetings as required.
- Act as 'Senior Ecological Lead' for the overall project.
- Provide support to other project partners in the delivery of project activities where appropriate and required.

Managing People

- Line-manage the work and performance of the Ulster Wildlife PEAT+ delivery team and work closely with team members located with funded partner organisations to manage workflow and delivery of outcomes.
- Monitor project progress against objectives to ensure targets are met, reporting on progress to the Head of Peatland Recovery and PEAT+ Project Director.
- Ensure the implementation and monitoring of health and safety protocols for the delivery team staff including lone working procedures, risk assessments and CDM requirements.
- Oversight and management of programme procurement ensuring staff follow procedures and adhere to funding requirements.
- Liaise with Ulster Wildlife Volunteer Coordinator to facilitate and manage volunteer placements, projects and events within the Ulster Wildlife PEAT+ team.
- Support Ulster Wildlife PEAT+ delivery team and volunteers with training, career development and capacity building in the field of peatlands and restoration.

Managing Resources

- Manage the Ulster Wildlife PEAT+ delivery budget – in conjunction with Head of Peatland Recovery and PEAT+ Project Director – ensuring spend is managed within agreed levels.
- Lead and have oversight of the relevant procurement processes required within the Ulster Wildlife PEAT+ delivery team programme of works.
- Ensure funders' targets and reporting requirements are met promptly.
- Overall oversight of the management of Ulster Wildlife PEAT+ team assets and equipment to ensure their safe use, maintenance and longevity.
- Coordinate with Head of Peatland Recovery and PEAT+ Project Director to determine efficient use of staff time, resources and equipment across the project to ensure value for money and efficiency.
- Prepare UW's quarterly progress reports to the overall PEAT+ Project Director.
- Ensure the efficient use and security of data collected throughout the project.

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.
- Develop strategic partnerships with other organisations.
- Support the fundraising and communications 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.
- Ensure that contact with others is of a style and quality consistent with Ulster Wildlife's ethos.

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

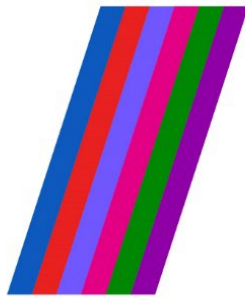
1. Degree-level qualification in a relevant subject and at least 2 years' relevant full-time (or equivalent part-time experience) OR 5 years' relevant full-time (or equivalent part-time experience).
2. In depth knowledge and understanding of NI's biodiversity and the management requirements associated with designated sites and priority habitats.
3. Demonstrable technical knowledge of peatland restoration.
4. Demonstrable experience of building and maintaining effective relationships with landowners, farmers and other stakeholders.
5. Experience of overseeing conservation works on priority habitats and or designated sites.
6. Experience of line-managing, supervising and coordinating staff and/or volunteers.
7. Experience of implementing, monitoring and coordinating health and safety policies and procedures.
8. Ability to communicate effectively, both written and verbally with a diverse range of people at all levels.
9. Experience of using GIS software
10. Effective organisational skills including the ability to plan, manage and prioritise workloads for self and others, meeting non-negotiable deadlines.
11. Proven experience of managing budgets, following financial procedures and procurement processes.
12. Strong digital skills, including a solid understanding of Microsoft Office and the ability to adapt to new technologies, including AI-based tools.
13. UK Driving Licence or equivalent and access to a vehicle for business purposes to allow the postholder to carry out the full requirements of the role.

Desirable Criteria

1. Experience of developing consents, HRA's or Environmental Impact Statements.
2. Experience of delivering on ground peatland restoration activities.
3. Experience of delivery of EU funded programmes.
4. Experience of working in the voluntary/community sector.

Issued: August 2025

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