



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 + Project Ecologist

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 **19 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:	PEAT+ Project Ecologist
Salary:	£31,685 to £34,096 Access to employer's contributory pension scheme - maximum 10% per annum.
Hours:	Full-time hours – 37.5 hours per week.
Location:	Based at either Ulster Wildlife Offices, 10 Heron Road, Belfast, BT3 9LE <u>or</u> Ulster Wildlife Office, An Creagán Centre, Barony Road, Co. Tyrone, BT79 9AB. There will be regular travel within Ulster 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:	Peatland Restoration Manager (PEAT+ Project)
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).*

The Project Ecologist will be responsible for ecological monitoring across all project sites in accordance with the project biodiversity monitoring and evaluation plan. They will work across all the project partners supporting baseline and ongoing biodiversity monitoring and mapping. They will be required to work with project staff and engage with other stakeholders including farmers and landowners, communities and volunteers.

DUTIES OF THE POST

Ecological Monitoring and Evaluation

- Refine and implement the PEAT + biodiversity monitoring and evaluation protocol in liaising with project partners and project officers on the ground. Provide training for project partners in the biodiversity monitoring and evaluation protocol.
- Liaise with statutory agencies to acquire consents for elements of monitoring as part of the biodiversity monitoring and evaluation plan.
- Liaise with statutory agencies to ensure data collection meets existing protocols and feeds into long term datasets.
- Act as point of contact for statutory agencies and SEUPB in relation to consent applications for project activities when required.
- Provide support and guidance to project partners in relation to ecology and consent applications, related to the project.

- Support project partners in terms of screening project activities on designated sites, completing Habitats Regulations Assessments (HRA's) and Environmental Impact Assessments (EIA's).
- In conjunction with project partners carry out baseline habitat, species and impact assessments at each project site including breeding birds, condition assessments and fixed point photography.
- Use baseline data and existing knowledge and expertise to inform conservation action plans, species action plans and restoration plans on each site.
- Complete intermediary monitoring halfway through the project to inform project evaluation and monitoring requirements.
- Complete monitoring at end of project to inform final reporting.
- Develop and deliver relevant training courses for stakeholders, volunteers or citizen science initiatives eg survey techniques.
- Investigate, design and implement mobile survey applications to support ongoing field-based data collection.
- Act as the main contact point with CEDaR for sharing data.
- Develop a GIS database of project biodiversity monitoring and evaluation data.
- Recommend appropriate survey methodologies and equipment for the project.
- Collect aerial imagery of project sites using UAV's both pre and post project actions to showcase positive change.

Data Collation and Report Writing

- Collate project-wide biodiversity data from all project partners as per programme protocols and the biodiversity monitoring and evaluation plan.
- Develop a template and produce monitoring reports for all elements of biodiversity monitoring across project sites annually.
- Provide updates on monitoring effort to the PEAT+ Project Director and project staff across all project partners to inform project reporting.
- Work with other UW staff to process and assess aerial imagery in order to showcase positive impacts from the project.

Project Management

- Ensure the implementation of health and safety protocols including lone working procedures, and risk assessments.
- Ensure that your work is managed effectively to provide input into quarterly reporting requirements for the project.
- Maintain positive working relationships with a range of relevant stakeholders including farmers, landowners and project partners.
- Support the project promotional activities including community engagement and media coverage.

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 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

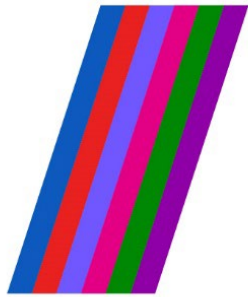
1. A degree-level environmental/ecology qualification and a minimum of 2 year's full-time or part-time equivalent experience or 4 year's full-time or part-time equivalent experience.
2. Comprehensive knowledge of the flora and fauna of Northern Ireland.
3. Comprehensive knowledge of the key nature conservation issues in Northern Ireland, Ireland and the UK and the management requirements associated with designated sites and priority habitats.
4. Experience of ecological monitoring and gathering data in the natural environment, including breeding bird surveys, and peatland habitat mapping or condition assessment.
5. Experience of analysing data and producing scientific reports.
6. Technical knowledge of peatland ecology and restoration.
7. Experience in the use of GIS software to map, collect and analyse environmental data.
8. Experience of liaising with farmers and landowners to facilitate site access.
9. An ability to communicate effectively, both written and verbally.
10. Effective organisational skills to include the ability to manage and prioritise workloads, and meet non-negotiable deadlines, plan and manage budgets and organise meetings and events.
11. Experience in effective partnership/stakeholder working.
12. A demonstrable ability to work independently without direct supervision.
13. Demonstrable experience of implementing health and safety policies and procedures.
14. Strong digital skills, including a solid understanding of Microsoft Office and the ability to adapt to new technologies, including AI-based tools.
15. Current driving licence and access to a vehicle for business purposes which will enable the fulfilment of the requirements of the post.

Desirable Criteria

1. Masters-level qualification in environmental or ecology related subject.
2. Experience in the use of UAV's or drones for surveying.
3. Experience of working the voluntary/community sector.

Issued: August 2025

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