



PEACEPLUS
Northern Ireland - Ireland

Co-funded by the



European Union



UK Government



Rialtas na hÉireann
Government of Ireland



Northern Ireland
Executive
www.northernireland.gov.uk



**Ulster
Wildlife**

PEAT + Senior Peatland Officer (two roles available)

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 **17 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:	Senior Peatlands Officer (PEAT+ Project) x 2 roles
Salary:	£34,905 - £38,132. 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:	1 role based at Ulster Wildlife Offices, 10 Heron Road, Belfast, BT3 9LE. 1 role based at Ulster Wildlife Office, An Creagán Centre, Barony Road, Co. Tyrone, BT79 9AB. There will be 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 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.

Overview:

The Senior Peatland Officers will work as part of a team of peatland restoration staff to plan, design, implement, review and evaluate peatland restoration conservation action plans and deliver a pipeline of peatland restoration projects within PEAT+ Project.

The Senior Peatland Officers will provide technical knowledge and expertise to lead the development of peatland restoration plans, procuring and delivering restoration contracts, acquiring appropriate consents and permissions, and liaising with key landowners and stakeholders. They will work across a range of upland and lowland peatland sites including Frosses Bog ASSI, Springmount Bog, Slieveanorra and Croaghan ASSI, Teal Lough ASSI and Moneygal Bog ASSI.

TASKS AND MAIN DUTIES OF THE POST

Developing and delivering peatland restoration plans and managing associated works

- Engage and liaise with landowners to secure participation in peatland restoration for target sites, ensuring design of restoration takes into account the needs of the landowner.
- Produce and maintain a detailed implementation plan for restoring identified areas of designated sites and priority habitats including peat depth, peat slide risk assessment, vegetation rapid condition assessment and maps, emission class maps, biodiversity surveys.
- Liaise with all relevant stakeholders (e.g. project partners, landowners, government agencies, user groups etc) and facilitate stakeholder meetings to ensure engagement with conservation plans and to draw on local knowledge in the production of plans.
- Develop procurement documentation for external services (e.g. rhododendron removal, dam placement in drains etc) associated with the programme of on-ground works planned for target sites.

- Using GIS software to carry out project mapping, develop maps for reports and link with field based surveys.
- Liaise with other project partners to facilitate the transfer of knowledge and ensure best practice methods are understood and adopted.
- Provide support to the Peatland Restoration Manager to ensure good governance in delivery and project development.
- Liaise with other organisations and partners as necessary to support training activities.
- Carry out risk assessments for on-ground works to ensure compliance with health and safety requirements.
- Attend as required, meetings with statutory bodies, funders or partner organisations in relation to the project.
- Ensure the suite of on-ground works complies with legislative requirements where appropriate e.g. CDM Regulations, HRAs, consents on statutory designated sites.
- Provide support to other project partners in the delivery of project activities where appropriate and required.

Managing People

- Manage the work and performance of the Peatland Conservation Officers and support the technical work of programme team members hosted by partner organisations.
- Coordinate volunteers and community groups in assisting delivery of the project across all sites.

Managing Resources

- Ensure procurement guidelines are followed consistently and that appropriate records are kept.
- Ensure funder's targets and reporting requirements are met promptly.
- Ensure claims for expenses are submitted in a timely manner to the Peatland Restoration Manager.
- Provide the Peatland Restoration Manager with details of plans, monitoring and controlling data on project budget planning and expenditure.
- Ensure that all data collected through the project are appropriately held and stored in a secure manner.

Project Management

- Responsible for ensuring effective implementation of the portfolio of project actions agreed within the Implementation Plan attributed to the post.
- Participate in project promotional and public engagement activities as required.
- Support Peatland Restoration Manager in completion of regular project reporting as required.

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.
- 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 including representing in the media.
- 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 relevant degree level qualification in environmental science/ecology/land management subject **AND** at least 2 year's relevant full-time (or equivalent part-time experience) **OR** 4 year's relevant full-time (or equivalent part-time experience).
2. Good knowledge and understanding of Northern Ireland's biodiversity and the management requirements associated with designated sites and priority habitats.
3. Knowledge and understanding of peatland restoration.
4. Knowledge of environmental and agricultural issues that will impact on peatland site management.
5. Demonstrable experience of building and maintaining effective relationships with landowners and farmers.
6. Experience of staff and/or volunteer support and supervision.
7. Demonstrable experience of working effectively as part of a team.
8. Experience of implementing health and safety policies and procedures.
9. 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.
10. Effective organisational skills including the ability to plan, manage and prioritise workloads for self and others, meet deadlines, plan and organise meetings and events.
11. Experience of following financial procedures and procurement processes.
12. Experience in the use of GIS software.
13. Strong digital skills, including a solid understanding of Microsoft Office and the ability to adapt to new technologies, including AI-based tools.

14. 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 managing contractors to carry out capital site works.
2. Experience of developing conservation management plans.
3. Experience of working in the voluntary/community sector.

Issued: August 2025

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