

We are looking for an experienced ecologist to join our growing team in Dublin City. This post is a challenging and dynamic role, with a diverse portfolio of projects in both the public and private sectors.

If you are interested in applying your ecological knowledge and skills in a stimulating role, that will be directly involved in projects ranging from local private developments and ecological monitoring, to national land use planning, in order to ensure sustainable urban design and rural development that protects biodiversity in Ireland, while also being fully supported in your career development, all in a company at the forefront of environmental assessment and land use and development planning in Dublin City centre, then this role is for you!

The role

Full time / part time: Full time

Duration: 2 years (subject to successful completion of 6-month probation period) with possibility of extension to permanent.

Hours: 40 hrs per week

Location: Dublin City

Start date: As soon as feasible

Hybrid working: Minimum of 4 days working in our Dublin City Centre office during 6-month probationary period (office days to include Monday and Wednesday). Arrangement will be subject to negotiation after successful completion of probation.

This role will mainly involve compiling and writing ecological impact assessment reports and appropriate assessment reports - which may include but are not exclusive to: desktop reviews and data gathering; literature reviews; field surveys; data analysis; GIS mapping; and, writing and producing reports. Therefore, a high degree of knowledge of ecological theory, and some experience in its application, is essential for the role. The role will involve field work in the Dublin area, and across Ireland, with overnight stays as required. Attendance of relevant courses in order to keep up to date with the latest changes in case law and policy is essential. The role will also involve contributing to tender applications, assisting senior ecologists in administrative tasks and management of projects, and any other relevant duties where required.

The successful candidate will be adept in writing and translating complex scientific information and concepts to the appropriate level for various audiences/readers. They will have an aptitude for keeping up to date with the latest developments in general ecology, appropriate assessment, ecological impact assessments, case law, and relevant environmental law and policy. They will show a willingness to work flexible hours for fieldwork; i.e., travel within Ireland, overnight stays and evening and weekend work where required.

In order to meet the demands of a diverse portfolio, with the shifting deadlines and demands that are a natural part of consultancy, the role requires a high level of proficiency in scientific and technical writing, with strong initiative, critical thinking, and adaptability, and a positive can-do attitude.

This makes this role an excellent opportunity for the successful applicant to apply their skill set, develop transferable skills, and further develop and fine tune their skills as an ecological consultant.

Benefits

- Competitive salary (dependent on experience) linked to public sector salary scales
- Family friendly hybrid working / WFH available with a TOIL (time off in lieu) policy
- Workplace pension scheme
- In-house training
- Facilitation and encouragement of the advancement of staff CPD and education – both financially and in combination with office working hours
- Company funded CIEEM Membership
- 30 days annual leave (including bank holidays) - rising by one day for each additional year until a maximum entitlement
- Supportive environment for professional development and personal development to ensure a healthy work-life balance
- Cycle to Work scheme

Essential criteria

- 2-3 years' minimum experience as an ecologist in consultancy
- Ecology related undergraduate degree
- Sound understanding of ecological processes and theory, and experience of their application in the consultancy environment
- Experience in the ecological interpretation of data
- Experience working directly with clients / stakeholders
- High degree of professionalism and understanding of the client interface
- Experience working in a high paced, challenging work environment, solely and with a team
- Full driver's licence and access to a vehicle
- Display and uphold CAAS values of respect, positivity and professionalism at all times

Highly Desirable criteria

- Ability to use GIS (Arc or Q) for basic mapping with R/Excel for data manipulation and analysis
- Experience contributing to and writing high standard Ecological Impact Assessments and Appropriate Assessments
- Experience in designing and performing ecological surveys – particularly habitat surveys and multidisciplinary ecological walkover surveys

Desirable criteria

- Additional experience, or view to become a specialist, in 1 or 2 of the following areas:
 - Bats: potential roost feature surveys, emergence and activity surveys, and identification to species level using recorded call analysis;
 - Breeding and winter bird surveys: point count, vantage point surveys etc.;
 - Botanical surveys;
 - Freshwater: water quality indicators, protected species (e.g., FWPM, lamprey), riparian character assessments, etc.;
 - Non-volant mammal surveys: otter, badger, hare – surveys using tracks, signs, nesting / burrowing sites, etc.
- Understanding of relevant the wildlife legislation and policy in Ireland and Europe
- Experience with project management

- Experience with procurement (e.g., E-tenders in Ireland) / funding applications
- Experience with protected species licencing
- Postgraduate degree in ecology related discipline
- Publications (conference presentations, journal articles, etc.)

Note: CAAS Ltd. reserves the right to extend or make this role permanent without further advertising dependent on business needs at the end of the contract term.

Over the past 30 years, CAAS have learned that having varied perspectives helps generate better ideas to solve the complex problems. The company try to live by this commitment in ways that range from being supportive of our colleagues in their personal growth and priorities throughout their personal and professional lives. In CAAS, this means respect and accommodation for age, gender identity, race, sexual orientation, physical or mental ability, ethnicity, and perspective.

Please email a CV (max 2 pages) with details of two references, cover letter (max one page) detailing your suitability for the role as described, accompanied by two writing samples, to: info@caas.ie, with the subject "Ecologist Application + NAME".

Position open until filled.