

We are looking for a senior/principal ecologist to join our growing team in Dublin City. This post is a dynamic role managing projects and ecological operations of a diverse portfolio in both the public and private sectors.

If you are interested in applying your ecological and management expertise in a flexible position with projects ranging from site level private developments to national land use planning, and helping to expand our ecological division, while also being fully supported in self-led continued professional development, then this role is for you. You will be joining a team of experts in Ireland's longest established provider of planning and environmental services, that remains at the forefront of environmental assessment and land use and development planning.

The role

Full time / part time: Full time

Duration: Permanent (subject to successful completion of 6-month probation period)

Hours: 40 hrs per week

Location: Dublin City

Start date: As soon as feasible

Hybrid working: Minimum of 3 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 working with our senior management team, under guidance from the Directors, to manage and develop the growth of our ecology division. It is an exciting and challenging opportunity to utilise your own specialisations and interests to help inform the direction of growth of a department of ecological consultancy (in consultation with the senior management team), while managing the current staff and portfolio of work. This will include: reviewing and signing off on ecological impact assessments and appropriate assessment reports; management and training of staff; management of procurement and budgeting; and leading development and selection of new tendering avenues and opportunities for the ecology department in communication with wider senior management.

This role would suit a confident, creative and determined individual, with significant ecological and management experience, who is looking for new challenges and areas of professional growth. It is open for application as a senior ecologist or principal, dependent on experience. CAAS actively encourages self-directed development with additional professional/academic courses encouraged each year.

The role will be partly based in our city centre office overlooking the River Liffey, with family flexible / working from home arrangements available for the right candidate. It may also involve some site visit work and overnight stays.

Benefits

- Competitive salary (dependent on experience) linked to public sector salary scales
- Family friendly hybrid working / WFH available
- Workplace pension scheme

- Annual CPD budget
- 33 days annual leave (including bank holidays) - rising by one day for each additional year until a maximum entitlement
- Cycle to Work scheme

Essential criteria

- At least 9 years' experience in ecological consultancy or a similar role
- Ecology related postgraduate degree
- High level of experience in designing and performing ecological surveys – particularly habitat surveys and multidisciplinary ecological walkover surveys
- Significant experience in project management and working successfully autonomously, preferably in the consultancy environment
- Full or Associate CIEEM member (or ability to apply)
- Significant experience in leading the production and reviewing of Ecological Impact Assessments and Appropriate Assessments and to a high standard
- Experience in design of mitigation measures for developments
- Experience in management and training of staff
- Specialism in 1 or 2 of the following areas:
 - Bats: potential roost feature surveys, emergence and activity surveys, and identification to species level using call analysis;
 - Breeding and winter bird surveys: point count, vantage point surveys etc.;
 - Botanical surveys;
 - Freshwater: water quality indicators, protected species (FWPM, lamprey etc), riparian character assessments etc.;
 - Non-volant mammals: otter, badger, hare
- Excellent understanding of ecological processes and theory, and significant experience of their application in the consultancy environment
- Excellent understanding of relevant wildlife legislation and policy in Ireland and Europe
- High degree of familiarity with relevant survey and ecological guidelines for planning and development in Ireland (and UK guidelines where relevant)
- Highly skilled in translating complex scientific information and concepts to the appropriate level for various audiences/readers
- Up to date knowledge of case law, policy and legislation relevant to the role
- High degree of experience working directly with clients and stakeholders, and understanding clients' needs
- Experience with procurement (e.g., E-tenders in Ireland) / funding applications
- Willingness to work flexible hours for fieldwork purposes when required; i.e., travel within Ireland and overnight stays
- Publications (conference presentations, journal articles, etc.)
- Full driver's licence and access to a vehicle
- Display and uphold CAAS values of respect, positivity and professionalism at all times

Desirable criteria

- Ability to use GIS (Arc or Q) for mapping with R/Excel for data manipulation and analysis
- Experience with protected species licencing
- Utilisation of recent technological advancements in data collection and survey methods

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 3 pages) with details of three references, cover letter (max 2 pages) detailing your suitability for the role, accompanied by two writing samples, to: info@caas.ie, with which level (i.e., Senior or Principal) that you wish to apply for in the subject line with your name: "Senior / Principal Ecologist Application + NAME".

Position open until filled.