



**Northern Ireland Officer**  
British Trust for Ornithology

# BRITISH TRUST FOR ORNITHOLOGY

## 'A WORLD INSPIRED BY BIRDS AND INFORMED BY SCIENCE'

BTO harnesses the skills and passion of birdwatchers to advance our understanding of ornithology and produce impartial science, communicated so that it can be of benefit to everyone.

### OUR GOALS

BTO increases knowledge of birds and other wildlife, and their relationships with the environment and people, by:

- Enabling more people to learn about birds and science and grow through participation in environmental discovery.
- Delivering impartial, impactful and relevant science.
- Inspiring and empowering people with an understanding of birds and the importance of knowledge.

### OUR PRIORITIES

We will reach our goals by:

- Providing more and better opportunities for people to contribute to our work.
- Monitoring the status of species, researching their ecology and understanding how they respond to change.
- Communicating great stories that bring to life the long-term data, information and knowledge that we hold.

## OUR IMPACT

Our surveys, monitoring schemes and research programmes are designed by expert scientists to answer some of the most pressing questions affecting birds and their habitats. Because of our independence we are able to share our data, expertise and knowledge to inform decision-makers, educate the public and support conservation action. Our long-term datasets provide a measure of change and enable us to look for impacts and test solutions. Our vibrant volunteer network makes us highly effective and ensures that our work reflects the interests of those for whom birds and wildlife are important.

## OUR FOUNDATIONS AND VALUES

The success of BTO is based on firm foundations that include: motivated and skilled staff and volunteers; a strong reputation; a robust business model and effective governance systems and processes.

We are:

- Inclusive and supportive
- Impartial
- Passionate
- Collaborative and open to new ideas

BTO is a Registered Charity Number 216652 (England & Wales), SC039193 (Scotland).



# NORTHERN IRELAND OFFICER

BTO is seeking a Northern Ireland Officer with strong entrepreneurial flair to raise BTO's profile in the province and take the day-to-day lead in managing development, funding, volunteer engagement and supporter care activities relating to Northern Ireland. The postholder will also work closely with our existing Northern Ireland Scientific Officer to look for opportunities to develop and fund BTO scientific research and advice work in Northern Ireland, including seeking revenue from commercial contracts. This high profile position will support directly our existing network of super-volunteers in Northern Ireland, and develop and implement initiatives to engage a broader cross-section of the public in BTO voluntary activities. This is a managerial role and the postholder will be the first port of call for all customers, funders and other BTO supporters within Northern Ireland.

Over the past three years (and prior to that) a similar part-time post has been funded by the Northern Ireland Environment Fund (DAERA/NIEA) or its equivalent. The current post seeks to expand on the successful developmental work done to date in Northern Ireland and further increase BTO's reach and supporter base in the province. It is offered part-time (three days per week) funded for one year in the first instance (but indicative funding has been granted under the EF for three subsequent years). The post will be based in Northern Ireland (the location is flexible but the postholder must be prepared to spend periods in Belfast and to travel widely within the province and to other parts of the UK periodically).

## WHAT YOU WILL DELIVER

1. Efficient management and development of the BTO Northern Ireland (NI) operation, by:
  - Maintaining the coherence of BTO's overall work plan and strategy relevant to NI.
  - Seeking to maximize benefits by combining cross-BTO expertise to deliver volunteer, evidence and information needs specific to NI.
  - Identifying and applying for sources of funding to support the BTO NI operation, in liaison with the BTO Associate Director, Country Offices, and BTO Fundraising staff.
2. Improved BTO volunteer base and survey capability in NI, by:
  - Establishing and maintaining a complete and active Regional Representative network for BTO in NI and ensuring that any vacancies are filled.
  - Performing Regional Representative duties for any vacant regions, in liaison with survey organisers at BTO HQ.
  - Providing bespoke support to the Regional Representatives in NI.
  - Attending, as the BTO representative, conferences and meetings of volunteer groups.
  - Developing individual contacts with active birdwatchers.

## ABOUT THE ROLE

- Taking the lead on maintaining a good working relationship with RSPB (NI) and other ornithological and environmental NGOs
  - Increasing volunteer coverage of relevant ongoing and periodic surveys and recording schemes in NI (including the Breeding Bird Survey, Wetland Bird Survey, Garden BirdWatch, BirdTrack, Heronries) in liaison with the relevant survey organisers and other BTO engagement staff.
  - Implementing innovative approaches to engaging more of the public in recording birds and carrying out survey work, sharing experiences with other parts of the UK.
3. A vibrant BTO Education and Training Programme in NI, by:
- Taking the lead on organising and managing Irish-based training courses in liaison with the BTO's Training Officer.
  - Taking the lead on the organisation of an annual BTO NI conference, in liaison with the Associate Director, Country Offices, and BTO Communications staff.
  - Taking the lead on designing and organising educational events (e.g. annual NI Seabird Network Event).
4. Help in identifying and developing BTO research projects, surveys and commercial work in NI, in collaboration with the BTO NI Scientific Officer and colleagues across the BTO.

This entails the identification by the post holder of:

- Opportunities for BTO to undertake work on appropriate

issues that are priorities for conservation research and commercial areas in NI.

- Funding sources for such work.

This requires the post holder ensuring that close links are maintained with:

- DAERA/NIEA and other relevant agencies.
- Irish universities.
- Other voluntary bodies interested in the application of science to conservation.
- Commercial organisations (in liaison with the BTO Commercial Director).
- Irish local government authorities.
- Irish businesses (funding through contracts or sponsorship).
- Irish charitable trusts and other funding bodies.

It also requires maintaining close links with appropriate researchers across the BTO, to:

- Build on any links that they have with Irish agencies and researchers.
- Build on existing BTO research projects in Ireland.
- Build on other relevant BTO work outside of Ireland.
- Develop joint initiatives for work in Ireland.

5. A strong profile for BTO in Northern Ireland, by:
- Taking the lead on publicising the work of the BTO in Ireland, in collaboration with BTO Communications Department.
  - Recruiting new BTO members, fieldwork volunteers and GBW participants throughout the year and by attendance at specific events.
  - Liaising with the media in NI.
  - Liaising with BTO HQ on promotional opportunities within Ireland.

## WHAT YOU WILL BRING TO THE POST

### Essential:

- Entrepreneurial flair and initiative to identify and help secure funding opportunities for underpinning a strategic programme of research, commercial and survey work for BTO in NI.
- Expertise and drive in obtaining funding to support long-term capacity building in NI.
- Organisational ability to allow effective and timely delivery of a suite of targets covering a broad range of tasks, often working under own initiative.
- Excellent interpersonal skills for working both with volunteer birdwatchers and with professionals, including scientists, conservationists and civil servants.

- The ability to present the work of BTO in Ireland both in writing and orally, in ways that are both exciting and convincing.
- Good management skills and experience to manage super-volunteers and any fieldwork staff.
- Flexibility to adapt in a rapidly developing environment.
- Insight to identify the research and survey opportunities for BTO in Ireland.
- A full driving licence.

### Desirable:

- Existing knowledge of environmental organisations, and potential partners and funders within Ireland.
- Sound knowledge of Irish birds, habitats, geography and landscapes.
- Existing knowledge of current environmental issues relevant to the BTO in Ireland.
- Direct experience of bird survey work and of the training others.

## FIND OUT MORE ABOUT THE ROLE

For an informal chat about the position please contact Chris Wernham at our Stirling office (01786 458021 or [chris.wernham@bto.org](mailto:chris.wernham@bto.org))

## SALARY AND BENEFITS

A starting salary of £29,875 pro rata - 33,195 pro rata over 2 years

Benefits include: 25 days annual leave entitlement on starting plus bank holidays, 11% employer pension contribution, Employee Assistance Programme, discounts on books, flexible working and social events.

Part-time (3 days) post based in Northern Ireland, with flexibility to work at home (ideally) but to visit Belfast regularly and other parts of the province too. We will also be happy to consider potential postholders who might wish to work on a self-employed basis, as long as this can be achieved within our existing budget for this post.

Annual leave entitlement on starting is 25 days plus bank holidays. The post holder will qualify for life assurance (four times salary) and be automatically enrolled in the BTO group personal pension scheme, benefitting from an 11% employer contribution.

## MAKING AN APPLICATION

If you have what it takes then we look forward to hearing from you – send your completed application form with a CV to Sian Knott via [recruitment@bto.org](mailto:recruitment@bto.org) stating the job title in the subject line.

Closing date for receipt of applications is 1pm on Friday 14 June 2019.

It is anticipated that interviews will be on Tuesday 25 June in Belfast.

If you have a disability or long-term illness that otherwise prevents you from meeting any of the essential criteria, please contact us to discuss whether a reasonable adjustment could be made.

As users of the disability confident scheme, we guarantee to interview all disabled applicants who meet the minimum criteria for the vacancy.

