



Research Ecologist
BTO Northern Ireland
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).

BTO RESEARCH ECOLOGIST (NORTHERN IRELAND)

ABOUT THE ROLE

This is a new, full-time post, based in Northern Ireland, with home-working expected to be the norm (at least initially). We are seeking an enthusiastic ecologist with a broad knowledge of Irish birds, habitats and conservation issues, and with the interest and aptitude to get involved in building future research and development projects, alongside the Senior Research Ecologist (BTONI) and other BTO senior staff.

The BTO team supporting NI is currently small, consisting of the Senior Research Ecologist and NI Lead (based at BTO Scotland in Stirling) and the BTONI Engagement Coordinator (based from home in NI). With an increasing portfolio of work, however, there exists the exciting opportunity for the right postholder to help develop not only this role but also the future of this busy BTONI operation.

The role includes research project delivery, developing new projects with existing and new funders, leading on proposals and maintaining excellent client relationships. The postholder will take responsibility for managing some small projects and will have the opportunity to develop project management skills further whilst in the role.

The postholder must have strong reviewing, writing and analytical skills, and be prepared to be adaptable and to get involved in a wide range of scientific and development projects, gaining new skills and knowledge on the job where necessary. They should enjoy communicating with a wide range of

stakeholders to assess their respective evidence needs, and with a wide range of colleagues to source specific expertise and design work packages to meet those needs.

Work themes may include: agri-environment monitoring and evaluation in NI; bespoke research support to NIEA/DAERA; review work on a range of policy-related topics; research and development opportunities around woodland birds; and input to the development of new, citizen science-based approaches to monitoring.

The role will primarily comprise undertaking and developing projects based in NI, but may also lend support to research work in Scotland and further afield, dependent upon workloads and the postholder's specific skills and interests.

The postholder will be line-managed by the Senior Research Ecologist responsible for leading on NI Science (Katherine Booth Jones) and will also work closely with and/or report to other senior BTO staff for specific aspects of the role.

The postholder will not line-manage any staff directly but will at times be responsible for management, support and mentoring/training of staff or volunteers working on the research projects that they manage. The role may include representing the BTO on some external scientific and advisory groups, and at scientific meetings and conferences within NI.

BRITISH TRUST FOR ORNITHOLOGY

WHAT YOU WILL DELIVER

- To undertake scientific research projects – including analyses of BTO datasets, organising surveys and conducting literature reviews – and ultimately to produce reports, scientific papers and articles on such work, applying personal initiative to the design and operation of these projects.
- To develop and maintain databases, and to undertake appropriate statistical analyses for these projects.
- To assist with organisation and management of existing work on Environmental Farming Scheme monitoring in NI.
- To develop proposals for new research projects and surveys, particularly those relevant to NI, both through the proactive writing of concept notes and the responsive development of tenders, within the BTO's Strategy and appropriate to NI policy needs.
- To contribute strategic and individual ideas for the development of BTO work in NI.
- To identify, and negotiate with, funders for bespoke surveys, and analytical and other projects to ensure all costs (e.g. associated with new data collection and analysis) are covered.
- To manage small research projects, to ensure that their milestones are met, budgets adhered to, procedures followed and scientific standards maintained at a high level, liaising with external contacts (scientists, industry, funders). This will include day-to-day management and guidance of staff working on such projects when required.
- To promote the research activities of the BTO within NI, and more widely, by attendance at appropriate conferences, meetings, scientific groupings and other such events, contributions to BTO publications and by facilitating interaction with staff in other BTO offices.
- To maintain a strong scientific publication record, leading to presentation of results in refereed scientific journals.
- To give oral and poster presentations of work at scientific conferences and seminars and to organise seminar and workshop events for specific projects, as appropriate.
- To communicate the results of projects to amateur ornithologists through semi-popular articles and occasional talks as required, and to answer queries, including those from the media, as appropriate.
- To maintain and develop own knowledge of areas of avian ecology and conservation management issues, as appropriate to BTO work in NI, through reading relevant current literature and attendance at conferences.
- All scientists are expected, to a degree appropriate to their seniority, to contribute to the wider scientific community through such activities as refereeing papers and grant proposals, sitting on external committees, external examining, etc.
- To manage, and undertake occasional fieldwork on specific projects as required, including taking responsibility for fieldworker health and safety.

BTO RESEARCH ECOLOGIST (NORTHERN IRELAND)

WHAT YOU WILL BRING TO ROLE

- Good knowledge of the Irish avifauna, and the ecology of its component species, Irish habitats and bird survey techniques. Knowledge of policy and conservation issues relevant to NI wildlife would be an advantage.
 - A broad knowledge of ecological principles, bird ecology and population biology, and their application to conservation science.
 - A PhD (or equivalent experience) in ecology, statistics, other related area, ideally with some post-doctoral or non-academic experience (or equivalent). A willingness and aptitude to learn about new research areas is important.
 - An interest in developing new research ideas, writing proposals and seeking funding for scientific projects of relevance in NI, and within the framework of NI devolved environmental policies.
 - An aptitude for project management, including planning and delivery of research projects, and willingness to liaise proactively with external contacts (scientists, industry, funders).
 - The ability to plan, design and execute analytical research projects and to see them through to the completion of reports and refereed publications. Experience of designing and carrying out field-based projects is also required.
- Good statistical knowledge and experience of statistical techniques, such as generalised linear modelling. The ability to learn new methods of statistical analysis and modelling, and to apply them to extensive datasets.
 - Expertise in computer programmes for the manipulation and analysis of ecological data (e.g. use of R and standard computing packages; GIS and spatial analyses). The ability to learn the use of new programming languages and computer packages as required.
 - Excellent ability to communicate effectively with a wide range of internal colleagues and external stakeholders both face-to-face and remotely via telephone/video-conferencing/e-mail.
 - Ability to lecture to a wide range of audience types, including research presentations at scientific conferences and meetings, and talks to the general public.
 - Ability to assimilate and critically appraise relevant information from the scientific literature.
 - Proven ability to publish in refereed scientific journals and to write scientific reports. Ability to write clearly for a range of popular and semi-popular publications.
 - Excellent personal organisation and time management skills.

BRITISH TRUST FOR ORNITHOLOGY

FIND OUT MORE ABOUT THE ROLE

For an informal chat about the position please contact Katherine Booth-Jones via email at: katherine.boothjones@bto.org

SALARY AND BENEFITS

A salary of £26,100 – £27,903, depending on experience, paid at 90% on starting, rising to 100% over 2 years.

Annual leave entitlement on starting is 25 days plus bank holidays (pro rata if part time). The post holder will qualify for life assurance (four times salary) and be automatically enrolled in the BTO group personal pension scheme, benefiting from an 11% employer contribution. Other benefits include Employee Assistance Programme and flexible working.

This is a new, full-time post, (37 hours), based in Northern Ireland, with home-working expected to be the norm (at least initially).

MAKING AN APPLICATION

For further information and to apply visit our website: www.bto.org/vacancies

Closing date for receipt of applications is 5pm on Monday 17th January 2022.

It is anticipated that interviews will be held remotely on Wednesday 2nd and/or Friday 4th February 2022.

As part of your application, and in a maximum of 1 side of A4, please explain briefly what you consider to be the main conservation management challenges relating to birds in Ireland currently, and what work BTO Northern Ireland might be able to take forward, or work in partnership on, to help meet these challenges. **This should be submitted in a separate document, as part of your application.**

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.

