



**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**

# Senior Peatlands Officer (Protecting Shared Waters (PSW) Project)

*This project is supported by PEACEPLUS, a programme managed by the Special EU Programmes Body (SEUPB).*

## **CLOSING DATE:**

12:00pm

Monday 28 April 2025

Ulster Wildlife  
McClelland House  
10 Heron Road  
Belfast  
BT3 9LE  
02890 454094  
[recruit@ulsterwildlife.org](mailto:recruit@ulsterwildlife.org)  
[www.ulsterwildlife.org](http://www.ulsterwildlife.org)

## PEATLANDS AT ULSTER WILDLIFE

Thank you for your interest in the Senior Peatlands Officer role as part of the Protecting Shared Waters project. Funded through PEACEPLUS Ulster Wildlife is working in partnership with NI Water and key stakeholders to use nature-based solutions (NBS) including peatland restoration to improve water quality and storage in the Strule catchment in Co Tyrone through the Protecting Shared Waters (PSW) project. This project is part of Ulster Wildlife's wider efforts to protect and restore Northern Ireland's peatland habitats and species.

Peatlands are unique wetland landscapes, characterised by waterlogged organic soils made of dead and decaying plants. Peatlands provide ecosystem services with economic and environmental impacts providing a natural source of water filtration and absorbing excess water and therefore reduce flooding. Alongside this, peatlands preserve some of the oldest archaeological remains from roads to settlements.

In Northern Ireland while semi-natural peatland only covers 12% of the land area, they account for 53% of the soil carbon, illustrating their significance in combating climate change.

At present, over 80% of Northern Ireland's peatlands are damaged or degraded, which has devastating consequences for nature, people and climate. Ulster Wildlife and its partners are aiming to restore peatland to bring back nature, to provide clean water, prevent flooding and provide large-scale carbon stores to mitigate against climate change.

Restoration is a multifaceted process involving initial land surveys to formulate plans to improve the hydrology, by slowing water movement and increasing the water table. This ultimately increases the level of trapped peat which facilitates the pooling of water, and the growth of mosses providing habitat for insects and birds.





## 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 18 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](http://www.ulsterwildlife.org) for more information about us and our important work.



## **PEACE PLUS 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.

## **INVESTMENT AREA 5.3 WATER QUALITY CATCHMENT MANAGEMENT**

The key objective of Investment Area (IA) 5.3 is to 'promote sustainable water management' resulting in 'The development and management of cross-border water quality and catchment management programmes, designed to enable freshwater bodies in cross-border river basins to achieve good or high quality status, with an increased percentage of shared waters in the Programme Area with good or high-quality status.

## **PROTECTING SHARED WATERS PROJECT (PSW)**

This project involves a cross-border collaborative approach led by Northern Ireland Water with partners including AFBI, The Rivers Trust, Ulster University, Uisce Éireann, James Hutton Institute and Ulster Wildlife will support a sustainable future by working with others to address issues contributing to Water Framework Directive non-compliance in the key catchments of the Strule and the Fane.

Through sustainable water management it will contribute to reducing diffuse nutrient concentrations in rivers and improve raw water quality to ensure clean, wholesome drinking water. Working with stakeholders in the catchments the project will enable businesses and communities to thrive and prosper, change mindsets in relation to protecting our water resources, improve aquatic and terrestrial biodiversity including the conservation of boglands. Agronomic advice and agricultural improvements provided to farmers will improve farm efficiency and build resilience, helping to ensure the viability of farming communities in these areas, while mitigating their environmental impact.

## **ULSTER WILDLIFE'S ROLE**

Ulster Wildlife will play a key role in the PSW project by working with landowners and stakeholders to monitor, survey, and restore key peatland habitats within the Strule catchment to improve water quality, reduce flooding, benefit biodiversity and make these landscapes more resilient to a changing climate.

# RECRUITMENT PROCESS

## APPLICATION FORM

Please download an application form from [www.ulsterwildlife.org/jobs](http://www.ulsterwildlife.org/jobs). The completed application and monitoring form must be received no later than **12 noon on Monday 28 April 2025** in Microsoft Word format (NOT PDF) via email to [recruit@ulsterwildlife.org](mailto: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.

Please note that because of the nature of the role needing frequent travel to rural peatland sites that candidates are required to have a full driving licence and access to your own vehicle.

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](http://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](http://www.ulsterwildlife.org/privacy-notice).



## INTERVIEW

Following shortlisting successful candidates will be invited to a face to face interview. The interviews are planned for **Monday 12 May 2025**.

The interview will consist of a presentation on a topic related to the role (which will be relayed to candidates following successful shortlisting) followed by a set of 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](mailto:recruit@ulsterwildlife.org) or call 07485 329716.



## JOB DESCRIPTION

<b>Role:</b>	<b>Senior Peatlands Officer (Protecting Shared Waters (PSW) Project)</b>
<b>Salary:</b>	£34,905 - £38,132. Access to employer's contributory pension scheme - maximum of 10% per annum.
<b>Hours:</b>	Full-time hours – 37.5 hours per week. Will require some weekend and evening work.
<b>Location:</b>	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.
<b>Contract:</b>	Three years - Fixed Term Contract to 30 June 2028, unless renewed. This post is subject to a 6-month probationary period.
<b>Leave:</b>	24 days per annum plus 12 days statutory holidays rising to 26 days following three years' service.
<b>Reporting to:</b>	Head of Peatland Recovery.
<b>Other benefits:</b>	Health cash-back plan, flexi-time system.

***This post is supported by PEACEPLUS, a programme managed by the Special EU Programmes Body (SEUPB).***

Ulster Wildlife is working in partnership with NI Water and key stakeholders to use nature based solutions (NBS) to improve water quality and storage in the Strule catchment in Co Tyrone through the Protecting Shared Waters (PSW) project. Significant parts of the Strule catchment are peatland landscapes and habitats including designated sites like Mullaghcarn ASSI, Murrins ASSI, Annaghagh ASSI and Deroran Bog ASSI. A key responsibility of this role will be scoping and surveying sites in order to develop peatland restoration plans for the future. The role will also be responsible for procuring and managing contract works to restore these peatland habitats and enhance and improve their ecosystem services.

The Senior Peatlands Officer (PSW) will work with landowners, partners and contractors to survey, plan and develop peatland restoration plans and deliver a pipeline of peatland restoration projects within the overall PSW Programme.

The postholder will also provide technical knowledge and expertise to lead the development of peatland restoration plans, engage with landowners, coordinate and manage restoration work on the ground.

## 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 considers the needs of the landowner.
- Management of contracts for practical conservation works (namely peatland restoration actions such as drain blocking, bunding and revegetation) including role as Ecological Clerk of Works and managing health and safety.
- Develop a pipeline of future peatland restoration plans for key areas by coordinating and participating in field surveys, collating data and developing reports.
- Carrying out field surveys as required as part of the project including peat depth surveys, drone flights, and hydrological and ecological monitoring.
- Liaise with all relevant stakeholders (e.g. programme partners, landowners, government agencies, user groups etc) and facilitate stakeholder meetings to ensure engagement with restoration plans and to draw on local knowledge in the production of plans.
- Develop procurement documentation for external services (e.g. peatland restoration, ecological surveys 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 PWS programme lead (NI Water) 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.

### **Managing People**

- Supervise placement students, trainees and volunteers and support the technical work of project team members hosted by partner organisations as required.

### **Project Management**

- Ensure project targets are met.
- Ensure claims for expenditure are submitted in a timely manner to the PWS programme lead (NI Water)
- Provide the Ulster Wildlife Head of Peatland Recovery and PWS programme lead (NI Water) with details of plans, monitoring and controlling data on project budget planning and expenditure.
- Follow all procurement protocols and ensure relevant procurement records are kept up to date.



- Responsible for reporting on project outcomes and progress to the lead partner and through the SEUPB portal.
- Support communications activities for the programme 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 as required.
- Support the communications and fundraising functions of the charity as required.
- Ensure that contact with others is of a style and quality consistent with Ulster Wildlife's ethos.

**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.**

## 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 and prioritise workloads, meet deadlines, 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. Full driver's license and access to a car for business purposes to allow the post holder 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.



*This project is supported by PEACEPLUS, a programme managed by the Special EU Programmes Body (SEUPB).*