



APPENDIX 7-8

CURRICULUM VITAE



CURRICULUM VITAE

Bridin Foster is a graduate Ornithologist at MKO. She attended University College Cork where she completed a BSc (Hons) in Zoology. Bridin has less than one years' experience working with MKO in bird surveying, data management, mapping and and preparing Appropriate Assessment Screening Reports and Natura Impact Statements.

Current Role	Graduate Ornithologist
Qualifications	BSC in Biological, Earth and Environmental Science - Zoology
Industry Experience	<1 years experience as a graduate ornithologist at MKO
Relevant Experience	MKO Ireland April 2023 - Working as a graduate ornithologist - Working on the Coillte team (preparing Appropriate Assessment Screening Reports and Natura Impact Statements) UCC 2021-2022 - Carried out a behavioural study on the Drill monkeys in Fota Wildlife Park for the summer using focal and scan sampling methods. - Inputting data into excel and carrying out GLMM statistical models using R studios. - Presenting my findings to the keepers and management at Fota wildlife park Fota Wildlife Park and UCC 2022 - Received a Bursary from UCC and Fota Wildlife Park to continue researching drill monkey behaviour for 6 weeks. Fota Wildlife Park and UCC 2022 - Worked at the UCC stand for the Fota Wildlife Science Fair (education) UCC 2022 - Field trip course as part of my degree at the field studies council research center on the Isle of Cumbrae, Scotland. - I carried out a behavioural study on an oystercatcher population with another student. Fota Wildlife Park 2021 - Work experience of patrolling and education work at Fota Wildlife Park.
Key Strengths & Areas of Expertise	- Statistical analysis - Administrative software such as Microsoft Excel, Word and outlook. - QGIS for data management and workspace creation. - Bird survey methodology - Report writing (prescreening reports and nature impact statement reports) - Working as part of a team - Working with members of the public





Planning and
Environmental
Consultants

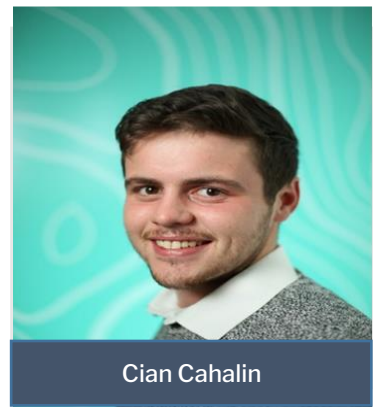
Interpersonal & Communication Skills	> Working as a waitress on Cape Clear island and wildlife patrolling in Fota wildlife park gave me experience in dealing with members of the public in an understanding and helpful manner. > Group work projects and presentations as part of my degree helped me gain experience in working with other people and public speaking.
Interests & Hobbies	> Birdwatching and observing wildlife. > Art, especially drawing animals and plants. > Playing guitar. > Swimming and walking in the countryside.
Licenses Held	> Safe Pass Card > Manual Handling course > ERA training course



MKO, Tuam Road, Galway, Ireland. H91 VW84

+353 (0)91 735611 | info@mkoireland.ie | www.mkoireland.ie | [@mkoireland](https://twitter.com/mkoireland)

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Cian Cahalin

CURRICULUM VITAE

Cian is an Ornithologist who took up his position in June 2023. Cian graduated with a Second-Class Honours Grade 1 B.Sc. (Honours) Degree in Wildlife Biology from Munster Technological University (MTU) in 2023. Cian has extensive experience in producing various kinds of scientific reports from his time in MTU. He also gained valuable field work experience with the college acquiring a wide base of knowledge regarding survey techniques and species identification.

Current Role	Project Ornithologist
Qualifications	Bachelor of Science (Honours) in Wildlife Biology Munster Technological University
Industry Experience	3 years +
Relevant Experience	(February 2026 – Present) (June 2024 – February 2026) – Ornithologist - Bird survey and data management experience. - Report writing experience (June 2023 – June 2024) – Graduate Ornithologist MKO (June 2022 – September 2022) -Student Ornithologist MKO
Key Strengths & Areas of Expertise	- Extensive Bird, Mammal, Freshwater invertebrate and Vegetation identification skills. - Strong data management skills, being proficient in several relevant software packages including QGIS, SPSS and R-studio. - A good knowledge of various types of survey methodologies including those for Bird, Mammal, and vegetation surveys. - Well versed in European and Irish legislation pertaining to the protection of the natural environment
Interpersonal & Communication Skills	- My time in college provided me with a strong ability to communicate which helps in drafting scientific reports and explaining said reports in a non-technical manner. - My time in the hospitality sector has provided me with good interpersonal skills ensuring customer satisfaction while also managing other team members.
Interests & Hobbies	- My hobbies include Sailing, Skiing, Rugby, Hiking, Golf and Bird watching. - I also have a keen interest in historical events and various world mythologies
Licenses Held	- Full Clean Irish driving license - RYA Powerboat level 2 Certificate - VHF Radio license - Canoe level 2 certificate - Safe Pass





Conor Geoghegan

CURRICULUM VITAE

Conor Geoghegan is an Ornithologist at MKO. He attended National University of Ireland where he completed a BSc (Hons) in Environmental Science. Conor has two years' experience working with MKO in bird surveying, report writing and QGIS mapping. He has experience in carrying out bird surveys for a variety of proposed developments, primarily including windfarms and flood relief schemes.

Current Role	Practitioner Ornithologist
Qualifications	➤ NUIG Environmental Science Graduate, 2.1 grade achieved. ➤ Research assistant internship on the Grey Partridge Project.
Years of Experience	➤ 2 years
Relevant Experience	➤ Working as a full-time practitioner ornithologist for two years now. ➤ Many years of experience in birding as a hobby. ➤ 6-month internship as a research assistant in the applied ecology unit of NUIG studying the effects an agri-environmental scheme on invertebrate diversity and abundance to assess its conservation benefits for the protected grey partridge.
Practical Skills & Aptitudes	➤ Regular use of Microsoft excel and word for data management and reporting. ➤ Bird and Invertebrate ID. ➤ Surveying techniques relevant to bird identification and data collection. ➤ Extensive use of QGIS for field surveys and data analysis, including the creation of survey templates for new sites. ➤ Experience in preparing invoices and setting up rapport projects. ➤ Experience in conducting recce site visits and habitat appraisals for various species.
Management/ Supervision	➤ Accompanying graduate ornithologists to help provide training in bird ID, survey techniques, data collection and QGIS mapping in the field ➤ Weekend manager on Ballyconnell pig farms from 2018-2021.
Interpersonal & Communication Skills	➤ Experience coordinating surveys alongside members of the ornithology and ecology teams in MKO. ➤ Liaising with colleagues and clients to organize survey schedules and site visits. ➤ Worked in laboratory conditions requiring clear and concise communication. ➤ Co-ordinated a team of employees and distributed work fairly.
Licenses Held	➤ Breeding red grouse surveying license ➤ Safe pass and manual handling certificate ➤ Full Irish driver's license





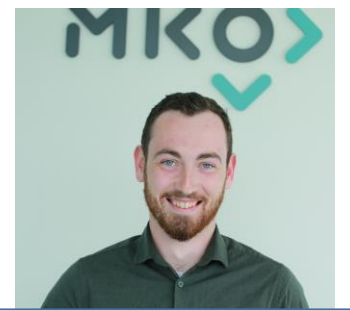
John Downes

CURRICULUM VITAE

John Downes is an Ornithologist at MKO. He attended the University of Galway where he completed a BSc (Hons) in Environmental Science. John has experience working with MKO in bird surveying, data management and mapping. He has experience in carrying out bird surveys for a variety of proposed windfarm developments.

Current Role	Ornithologist.
Qualifications	NUIG Environmental Science Graduate, 2.1 grade achieved.
Industry Experience	<2 Years.
Relevant Experience	- Full time employment as a field ornithologist with MKO. - Experience from birding as a hobby. - Microsoft excel and data management. - Trained in bird and habitat ID. - Surveying techniques relevant to bird identification and habitat management.
Key Strengths & Areas of Expertise	- Strong observational skills and a keen aptitude for fieldwork and surveys. - Solo and remote working. - Navigation of rural and remote areas both on foot and driving. - Experienced in habitat mapping and classification. - GIS mapping and data management.
Interpersonal & Communication Skills	- Effective communicator in matters both written and verbal. - Many years of experience working effectively as part of a team. - Experienced in working with the public.
Licenses Held	Full, clean driver's license.





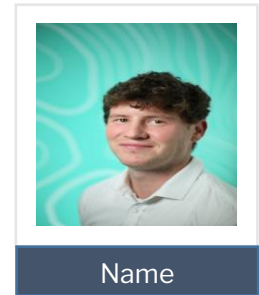
Jack Kennedy

CURRICULUM VITAE

Jack Kennedy is a Field Ornithologist with MKO Ltd., having graduated with a BSc(Hons) Zoology from University College Cork. He has carried out seabird project work for Port of Cork and Birdwatch Ireland Black Guillemot survey, and upland fieldwork for the UCC Hen Harrier project SHINE. Through this practical experience Jack has a broad knowledge and skillset in both marine and terrestrial ecology. He also has strong skills in IT with Microsoft packages, data handling in Excel, SPSS and R/R Studio statistical softwares and use of MapInfo for ecological data visualization. Within the Ornithology Team at MKO he has collected, compiled, mapped and analyzed data for several windfarm projects.

Current Role	Field Ornithologist
Qualifications	➤ BSc. (Hons) Zoology – University College Cork
Years of Experience	➤ 3 years
Relevant Experience	➤ Proficient in ecological survey techniques: Habitat mapping, vegetation surveys, small mammal surveying, transect and vantage point bird surveys. ➤ Microsoft Office specialist certified in Word, Powerpoint, Excel. ➤ Interpretation and visualization of data using MapInfo for inclusion in EIA. ➤ Vantage point surveying & disturbance monitoring at Port of Cork Common Tern colony. ➤ Surveyor for BirdWatch Ireland 4th National Seabird survey. ➤ JNCC Marine Mammal Observer. ➤ 2 months marine surveying experience.
Practical Skills & Aptitudes	➤ Strong working knowledge of R/R Studio in ecological data visualisation and interpretation. ➤ Report writing, data interpretation. ➤ Planning and conducting observational field surveys at a number of windfarm sites around Ireland. ➤ Fieldwork survey techniques. ➤ Small watercraft handling & working experience at sea.
Interpersonal & Communication Skills	➤ Presentation of thesis findings to University College Cork staff and students, Port of Cork and NPWS staff. ➤ Liaising with Irish Naval Service, Marine Institute and Port of Cork authority; agricultural community, and general public on a range of project work.
Licenses Held	➤ Full drivers licence 2014 (B/BE) ➤ STCW-95 Survival at Sea, Damage Control and Fire Fighting.





Name

CURRICULUM VITAE

Current role	Ornithologist
Qualifications	➤ B.Sc. (Hons) in Field Biology And Wildlife Tourism (2020), Second Class Honours, ➤ Institute of Technology, Tralee
Years of experience	➤ 3.5 years post-graduate experience in environmental consultancy
Relevant experience	➤ Experience carrying out a wide range of ornithological surveys in line with recognized methodologies, including vantage point surveys, breeding/wintering walkover surveys, waterbird distribution surveys, breeding raptor surveys, species specific surveys (hen harrier, woodcock, barn owl, red grouse). ➤ Specialised and species-specific surveys and modern techniques utilising drone surveys in identifying breeding raptor species. ➤ Predominantly working on pre-construction/operational wind farm sites, flood relief schemes and greenway projects across several counties. ➤ Proficient in compiling and managing data and QGIS experience. ➤ Liaising with clients, subcontractors and private landowners. ➤ Report writing experience: end of season reports, interim reports.
Practical skills and aptitudes	➤ Bird ecology and identification. ➤ Report Writing for large coastal and onshore developments ➤ Data management and IT skills – Microsoft Office, QGIS, QField ➤ Research/information gathering. ➤ Data management. ➤ Sample collection – terrestrial and aquatic invertebrates, vegetation, water and soil samples. ➤ Habitat mapping.
Interpersonal & Communication Skills	➤ Great communication skills when working as part of a team or dealing with clients on a highly professional level. ➤ Works as part of an experienced multi-disciplinary team within an environmental consultants.
Licenses held	➤ Full clean driving license ➤ Safe Pass ➤ Manuel Handling Course ➤ Coillte ERA Training ➤ Remote Emergency Care – REC3 certificate ➤ Previously held a red grouse tape and lure license.

Jennifer Snook

Address: 9 Sli Na gCapall, Craughwell, Co. Galway | **Tel:** 087 754 1690
Email: jennifer.snook@hotmail.com | **LinkedIn:** linkedin.com/in/jennifersnook123

Personal Summary

- I am an enthusiastic and dedicated worker with over three years' experience in ecological consulting and over fifteen years in administration and client-facing roles.
 - I completed a Business Management Diploma to enhance my skill set, and in 2023 I graduated from Munster Technological University with a Bachelor of Science (Honours) in Wildlife Biology.
 - I am actively seeking to utilise these skills and engage in a new role in a dynamic and challenging industry.
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Education

Bachelor of Science (Honours) In Wildlife Biology [2019 – 2023]

Munster Technological University (MTU) | Tralee, Co. Kerry | www.tralee.it.ie

Irish Wildlife | Outdoor Skills | Physics | Field Biology & Earth Science | Maths & Statistics for Science | Zoology 1 & 2 | Botany 1 & 2 | Microbiology | GIS | Health & Safety Outdoors | Environmental Science (Water, Soil & Air) | Soil Science | Ecology 1, 2 & 3 | Habitat Studies 1 & 2 | Nature Interpretation & User Impact Management | Research Methods | Wildlife Research Project 1 & 2 | Biodiversity | Land Use Management | Biostatistical and Geographical Data Applications | Environmental Protection | Biodiversity Conservation | Habitat Conservation Management | Environmental Impact Assessment

Management Diploma [2017 – 2018]

Pitman Training Kerry | Tralee, Co. Kerry | www.pitman-training.ie

Microsoft Office: Word, Excel, Outlook, and Powerpoint | Costing and Pricing | Professional Typing | Communications in an Organisation | HR Essentials | Time Management | Personalities, Profiles, and Plans | Introduction to Business Law | Bookkeeping | Understanding Business Accounts in Ireland |

Leaving Certificate with Honours [2007]

St Brigid's Secondary School Killarney

Employment History

Ecologist [2023 to Current] MWP | Tralee, Cork, Limerick & Galway

- Admin: Scheduling monthly ornithology survey with subcontractors, facilitating queries from clients and staff, ensuring all surveys are assigned and completed.
- Ecological & Ornithological surveys: site constraints, habitat mapping, multidisciplinary walkovers, invasive species, mammal trails, bat surveys, ornithological surveys, and habitat relevées.
- Report Writing: EcIA, EIAR, AA screening and NIS. Site specific briefing notes.
- Liaising with clients, stakeholders and project managers to ensure deadlines and targets are adhered to.

Graduate Ecologist [June 2023 – October 2023] MKO | Tuam Road, Co. Galway

- Surveys: site constraints, habitat mapping, multidisciplinary walkovers, invasive species, terrestrial mammal, bat and bird surveys, kick-sampling, drone surveys, and habitat relevées.
- Report Writing: EcIA, EIAR, AA screening and NIS.
- QGIS Mapping: EU and Nationally designed sites, river catchments, groundwater vulnerability, habitat mapping.
- Data Management: Generating reports, NBDC and NPWS records, uploading data, map creation, and report formatting.

Student Ornithologist [April 2022 - September 2022] MKO | Tuam Road, Co. Galway

- Completing surveys including breeding woodcock surveys, breeding raptor surveys, breeding, walkover surveys, and dusk bat survey.
- Compiling Datasets: SCI/SPA Species Lists, Trail Camera Footage, Masterbird, Breeding Birds
- GIS: Generating survey maps, site locations, and generating flight paths.
- Subconsultant liaison: Processing quotes, generating purchase orders, approving invoices, reviewing, correcting, and digitising survey data.

Front Office Receptionist [May 2021 – September 2021] Meadowlands Hotel | Tralee, Co. Kerry

- Welcoming guests to the hotel; general check-in and out procedures.
- Dealing with large volumes of phone calls, generating reports, and customer queries.
- Utilising HotSoft and TablePath to deal with queries quickly and efficiently.
- Recommending local tourist attractions and amenities.

Volunteer Zookeeper [May 2020 – September 2020] Eagles Flying Sanctuary | Ballymote, Co. Sligo

- Educating the public, giving guided tours, and answering wildlife queries.
- Feeding, training, and developing and implementing enrichment activities for the animals.
- Cleaning, maintaining and repairing enclosures.
- Administration of treatment and specialised diets.

Customer Service Associate [August 2018 – December 2018] Amazon | Remote Work

- Dealing with customer queries and complaints.
- Ensuring service levels were reached and providing excellent customer service.
- Coaching team members to improve quality targets.

Office Administration [January 2018 – August 2018] Munster Joinery | Ballydesmond, Co. Cork

- Data entry, compiling reports and recording client queries.
- Organising appointments and contacting clients to confirm.
- Constantly reviewing technical manuals to ensure correct information is issued.

Front Office Receptionist [2015 - 2018] Ballygarry House Hotel | Tralee, Co. Kerry

- Handling queries by phone, email, or in person with exceptional customer service.
- Lodgments of large cash and card transactions and ensuring daily lodgements are correct.
- Stationary Manager: Regular stock takes, controlling stock levels, and ensuring competitive prices.

Skills

- | | | |
|--------------------|--------------------|-------------------------------|
| • Microsoft Office | • Customer Service | • Time Management |
| • Remote First Aid | • Ecology | • AA & EIA |
| • Manual Handling | • Problem-Solving | • Communication |
| • Habitat Mapping | • QGIS | • Full Clean Driver's License |
| • Safe Pass | • BNG 4.0 Metric | • Teamwork |

Interests and Achievements

- Accredited NWC (National Woodland Conservation) Ecologist (2024).
- I enjoy attending nature and biodiversity events.
- I completed NStEP Introductory Class Rep Training Diversity Training and Student Voice (2020).
- I enjoy keeping fit and healthy by walking, hiking, and going to the gym.
- I completed FIBKA Beginners Beekeeping Course (2021).
- I enjoy volunteering at a range of animal shelters.
- I have been awarded employee of the month on numerous occasions.
- I co-founded and coached the Sliabh Luachra Camogie Club.
- I also enjoy learning new skills and undertaking new training wherever possible.

References

I have a number of references available upon request.



Katie Grice

CURRICULUM VITAE

Current role	Ornithologist
Qualifications	- B.S.c (Hons) Zoology - University College Cork (2019 - 2023) - Student ornithologist with MKO (May - August 2022) - Graduate ornithologist with MKO (September 2023 - September 2024) - Ornithologist with MKO (September 2024 - present)
Memberships	- Member of Birdwatch Ireland - Qualifying CIEEM member
Years of experience	<2 years professional experience conducting bird surveys at student, graduate and practitioner levels 5+ years hobbyist birding experience <2 years professional experience writing end of season reports, interim reports and annual monitoring reports
Relevant experience	- Conducting a range of ornithological surveys including vantage point surveys, breeding raptor, waterbird distribution, breeding & winter walkovers, and species-specific surveys incl. breeding woodcock and hen harrier roost surveys - Data processing and management using Microsoft Excel and QGIS - QGIS experience in storing and manipulating collected data in preparation for ornithology reports
Key strengths and areas of expertise	- Ability to follow methodologies for a number of different ornithological surveys - Bird ID skills encompassing various taxa (raptors, passerines, waterbirds), both visually and aurally - Knowledge of bird ecology and behaviour - Classifying habitats according to Fossitt's Guide to Habitats in Ireland
Practical skills and aptitudes	- Good IT skills and experience working with Microsoft Office Suite and QGIS - Report writing and scientific writing
Interpersonal & Communication Skills	- Ability to work both independently and as part of a team - Engage in regular meetings with colleagues to discuss survey findings - Co-ordinating survey schedule with colleagues
Licenses held	- Coillte Environmental Risk Assessment Certificate - Current SafePass holder



Louis de Vries

CURRICULUM VITAE

Current role	Ornithologist
Qualifications	Qualifications from Université Jean Monnet (Saint-Etienne – FRANCE): > 2016 - BSC – Life Sciences > 2018 - MSC – Ecology and Ethology
Years of experience	> 1.5 years as an ornithologist in environmental consultancy > 3.5 years in Marine biology > 0.5 years in scientific research in aquatic biology
Relevant experience	> Louis has extensive experience in ornithological surveys, working primarily on pre-construction wind farm sites across Ireland. He has conducted a variety of surveys, including vantage point, walkover, and waterbird surveys, as well as more specialized surveys for species like hen harrier, red grouse, kingfisher, and cormorant. Louis is proficient in GIS software and R studio, which he uses to compile, map, and analyze project data. He also prepares interim and end-of-season reports. > Louis has over three years of experience in marine conservation, focusing on ship strikes and marine mammal surveys. He has managed projects, led surveys, and conducted scientific mediation. His experience demonstrates a commitment to marine conservation and strong skills in project management, research, and data analysis.
Practical skills and aptitudes	> An tSerbhis Oideachais Leanunaigh agus Scileanna (SOLAS) Safe Pass > Manual handling course
Interpersonal & Communication Skills	> Louis is a skilled ornithological report writer, producing high-quality interim and end-of-season reports for clients. He also has experience managing teams involved in data collection during his previous experiences.
Licenses held	> 2014 - EU driver's license > 2021 - Boat license > 2024 - JNCC Marine Mammal Observer (MMO) involving guidelines for industry. This course also incorporated a Certificate of Training in Irish Mitigation and Guideline for Industry using NPWS Service Guidelines
Physical/other	> Bird watching & wildlife photography > Travelling and discovering new cultures



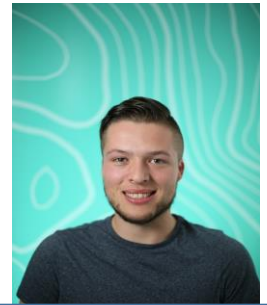
Laura Granicz

CURRICULUM VITAE

Current Role	Ecologist
Qualifications	➤ Master of Science in Biology – 2017 – University of Pecs - Specialization: Zoology
Years of Experience	➤ 4,5 years
Relevant Experience	➤ Ecologist – MKO (2022 march – ongoing): various tasks connected to bat surveys. ➤ Research Assistant – A Rocha France, Erasmus+ Program (2020-2021): wildlife surveys (bat acoustical survey, waterbird survey, dragonfly survey, reptile survey). ➤ Assistant research fellow – Institute of Soil Sciences and Agricultural Chemistry, Hungarian Academy of Sciences (2019-2020): soil ecology related fieldwork, laboratory work. ➤ Assistant Project Manager - Danube-Ipoly National Park Directorate, Hungary (2017-2019): bat related conservational project management.
Practical Skills & Aptitudes	➤ Practice in accomplish ecological surveys (roost surveys and acoustical surveys for bats, Capture Mark Recapture method for butterflies, refugia technique for reptiles, transect survey for dragonflies). ➤ Bat sound analysis (automatic, manual). ➤ Using stereo and compound microscopes, telescopes, camera traps, bat detectors, mammal live traps.
Management/ Supervision	➤ Previous experience in conservational project management.
Interpersonal & Communication Skills	➤ Good communication skills.
Licenses Held	➤ Bat roost disturbance license ➤ Safe pass



CURRICULUM VITAE



Luke Lambert

Current Role	➤ Practitioner Ornithologist June 2023-October 2024 ➤ Coillte Team October 2024-present
Qualifications	➤ BA (MAJOR) III in University College Cork, majoring in Geography and minoring in English ➤ MRes (Master of Research) with the Department of Geography in University College Cork, with a thesis titled "Urban Green and Blue Space in Cork City and its importance to bird diversity"
Years of Experience	➤ <two years' experience with MKO
Relevant Experience	➤ Field Surveying for 12 windfarm projects such as Ardderroo, Mayo Windfarm and Richfield, consisting of Vantage Point, Walkover, Hen Harrier Roost, Breeding Raptor, Red Grouse and Woodcock surveys. ➤ Inter-tidal surveys for Rosslare/Wexford Town Flood Relief Scheme ➤ A year and a half as a research assistant with University College Cork on the ECHOES Project (Effect of Climate Change on bird habitats across the Irish Sea), working as a fieldworker collecting, monitoring and uploading data from satellite tagged Eurasian Curlew at Ballyteige Burrow, Wexford. ➤ Three months as a Swift surveyor with Birdwatch Ireland in Dublin. ➤ Published research paper in geographies 1(3) journal in 2021 titled "The importance of connected and interspersed urban green and blue space for biodiversity: A case study in Cork City, Ireland".
Practical Skills & Aptitudes	➤ Field surveying experience in coastal, farmland, upland and forestry habitats ➤ Interim and End of Season Reporting ➤ QGIS mapping ➤ Data analysis, compilation and mapping ➤ Wildlife Photography
Management/Supervision	➤ Management of survey and map data for 8 projects within the Ornithology team ➤ Project Set-up and survey design experience
Interpersonal & Communication Skills	➤ Part of the fieldwork and community engagement teams with the ECHOES Project, including giving presentations and walk and talks to scout and nature groups. Also manned information stands at various public events in Ireland. ➤ Landowner engagement ➤ Working in a team, liaising on surveys and reporting any important observations.
Licenses Held	➤ SOLAS Safe Pass ➤ Coillte ERA Course

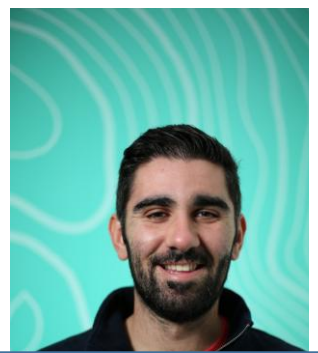




CURRICULUM VITAE

Louise Freya
McDowell

Current role	Seasonal Field Ornithologist
Qualifications	> BSc Zoology (Hons) National University of Ireland, Galway
Years of experience	> First ornithological role > 2 years working outdoors
Relevant experience	> Background in marine mammal observation, certified JNCC MMO. > Native species expert and guide at Galway Atlantaquaria, member of visitor experience team included beach cleans and guided beach tours, educational activity development. > PADI Scuba Instructor and island guide, Co. Kerry. > IWDG Volunteer surveyor onboard Ulysees.
Key strengths and areas of expertise	> Personal birding experience, good ID capabilities. > Experience in habitat surveying methods/techniques. > Wildlife photography > Experience in water sampling
Practical skills and aptitudes	> Powerboat license, competent crew member > Certified First Aid Instructor.
Management/supervision	> Captain of NUIG Surf Club 2020-2022 > Auditor ZooSoc 2021-2022 > Held supervisor roles in service industry, equipped with good interpersonal and leadership skills.
Interpersonal & Communication Skills	> Tour guide, surf instructor, beach lifeguard, scuba instructor, logistics officer.
Licenses held	> Full drivers licence > Powerboat licence



Marcus Hogan

CURRICULUM VITAE

Current Role	Ornithologist
Qualifications	➤ BSc. (Hons) Microbiology (Level 8), University of Galway (2020)
Memberships	➤ Birdwatch Ireland ➤ Irish Whale and Dolphin Group
Years of Experience	➤ 1.5 years in ornithology (MKO) ➤ 20+ years in ornithology (personal)
Relevant Experience	➤ October 2022 – Present; Ornithologist for MKO ➤ 2023 – present; JNCC MMO certified ➤ 2022 - present; Irish Whale and Dolphin Group – local coordinator for Co. Galway. ➤ 2022 – present; IWDG WhaleTrack Programme – collaborator ➤ 2021 – present; IWDG stranding network volunteer ➤ 2021 – present; Irish Basking Shark Project – collaborator ➤ 2021 – present; Fair Seas campaign collaborator ➤ 2021 – Research assistant, Thiele Lab, College of Medicine, University of Galway
Practical Skills & Aptitudes	➤ Ornithology and ecology skills ➤ Report writing ➤ Data management ➤ IT skills (i.e., Microsoft Office, ArcGIS, QGIS) ➤ 4+ years experience operating UAVs ➤ Countless hours at sea – powerboating, spotting, sailing, diving.
Management/ Supervision	➤ My role as the local coordinator for the IWDG in Galway is to manage local events/watches and to gather and validate cetacean sightings off the west coast, in particular bottlenose dolphins in the inner Galway Bay area. ➤ As part of the IWDG strandings scheme I assist in educating the public on how to deal with cetaceans washed ashore either alive or deceased. ➤ In college I served as class representative for both third and fourth year of my degree along with committee positions in the diving, rowing and equestrian clubs.



Interpersonal & Communication Skills

- > Regularly update colleagues on important bird observations on site.
- > Regularly engage with members of the public when conducting surveys.
- > As a local coordinator for the IWDG I have extensive experience dealing with both the public and the media including national broadcasters RTE and TG4

Licenses Held

- > Full Category B Drivers Licence
- > Safe Pass
- > INSS Power Boating certificate (level 2)
- > VHF Operator's Licence
- > Coastal Navigation Cert.
- > Drone licence – A2 certificate of competency





Nessa Lee

CURRICULUM VITAE

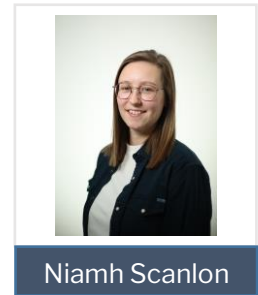
Nessa Lee is a Project Ornithologist at MKO. She attended National University of Ireland where she completed a BSc (Hons) in Environmental Science. Nessa has 4 years' experience working with MKO in project management, data management, report writing and bird surveying to name but a few. Nessa is also responsible for a pod of five field ornithologists. She has experience in carrying out bird surveys for a variety of projects including but not limited to proposed windfarm developments, as well as experience in bird monitoring at operational windfarms.

Current role	Project Ornithologist
Qualifications	➤ Bachelor of Science, Environmental Science, National University of Ireland, Galway
Memberships	➤ CIEEM Qualifying membership. ➤ Vincent Wildlife Trust
Years of experience	➤ 4 years
Relevant experience	➤ Viewshed Analysis & Collision Risk Modeling for internal and external projects. ➤ Bird surveying and mapping on sites across the country, in a multitude of habitats. ➤ Environmental Impact Assessment, end of season & interim report writing. ➤ Data management and collation for EIAR ornithology chapters, FI requests and sub-con. ➤ Data reviewing reports for clients on external data. ➤ Management of up to 15 sub-consultants monthly. ➤ Training of new employees as well as providing training to established members of staff and whole company knowledge shares ➤ Carried out work on over 150 diverse projects i.e. pre-planning windfarm sites, operational sites, flood relief schemes etc.
Practical skills and aptitudes	Professional ➤ Interpersonal skills ➤ Effective communication ➤ Public Speaking Technical ➤ Project management ➤ Data compilation, management, and analysis ➤ Report Writing
Management/supervision	➤ Level 4 Award in Leadership & Management ➤ Management of up to 10 projects within the ornithology team ➤ Management and work assignment for over 15 subconsultants monthly ➤ Project set-up and survey design experience
Interpersonal & Communication Skills	➤ Experience of liaising with landowners for the allowance of site access ➤ Robust relations with multiple clients in the wind farm sector; experience with updating clients and colleagues with important observations on survey sites. ➤ Interdepartmental relations & liaising on large scale wind farm projects



Licenses held

- > Full Irish Drivers License (Road Safety Authority).
- > An tSerbhis Oideachais Leanunaigh agus Scileanna (SOLAS) Safe Pass.



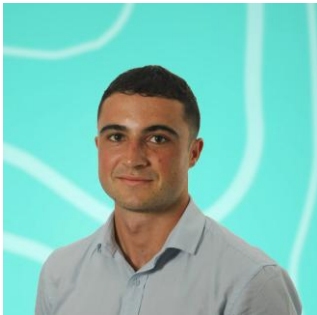
Niamh Scanlon

CURRICULUM VITAE

Current role	Field Ornithologist
Qualifications	➤ B.Sc. (Hons) in Field Biology and Wildlife Tourism (2020), Second Class Honors, Institute of Technology, Tralee.
Memberships	➤ Bird Watch Ireland
Years of experience	➤ 3 years
Relevant experience	➤ Experience using the SNH guidelines for ornithological surveys such as vantage point surveys, waterbird surveys, breeding/ wintering walkover surveys, hen harrier roost surveys, breeding raptor, red grouse, and woodcock surveys. These surveys are carried out on pre-construction and operational windfarms across the Northwest of Ireland. ➤ Report writing (Interim and end of season). ➤ Analyzing data collected from the field. ➤ Attending training courses online carried out by BTO.
Practical skills and aptitudes	➤ Bird ecology and identification. ➤ Proficient in various software programs including QGIS and ArcGIS. ➤ Good data input and management skills. ➤ Experience in habitat mapping techniques using Fossits guide. ➤ Good mammal, vegetation, and tree identification skills.
Interpersonal & Communication Skills	➤ Strong interpersonal communication and written skills gained throughout my college years allow me to produce scientific reports and communicate well with lecturers and peers. ➤ I am highly motivated and can take direction and advice from senior staff to reach deadlines and goals.
Licenses held	➤ Full clean Irish driving license for 10 years. ➤ Safe Pass ➤ Manual Handling Course. ➤ Coillte ERA Training. ➤ Remote Emergency Care – REC3 certified. ➤ Previously I held a red grouse tape and lure license. ➤ Gun License.



CURRICULUM VITAE



Oisín Casasin

Oisín is a Graduate Ornithologist who took up his position in September 2024. Oisín graduated with a First Class Honours in Wildlife Biology from Munster Technological University in 2024. Before working for MKO, Oisín worked with NPWS as a Hen Harrier Warden in Co. Clare. During his time at MTU, Oisín has gained valuable ornithological skills.

Current role	Graduate Ornithologist
Qualifications	> B.Sc. (Hons) Wildlife Biology: First Class Honours
Years of experience	> Over 1 year experience between environmental consultancy and public authority jobs.
Relevant experience	> September 2024-present: Graduate Ornithologist at MKO. > May-August 2024: Hen harrier warden for NPWS. > March-August 2023: Student Ecologist at MWP.
Practical skills and aptitudes	> Experience carrying out bird surveys including Vantage Point, Walkover and Breeding Raptor. > Experience carrying out Waterbird Distribution surveys, including surveying along the banks of the River Shannon. > Targeted bird surveys for Woodcock, Kingfisher, Sand martin, Hen harrier and Red grouse. > Experience in conducting bat surveys, habitat surveys and invertebrate surveys. > Experience using Microsoft Office, QGIS and RStudio.
Interpersonal and communication skills	> Reporting > Preparation of ornithological reports
Licenses held	> Full, Clean Driver’s Licence > SOLAS Safe Pass > Manual Handling > Kayaking Level 2
Physical/ other	> Hobbies include outdoor pursuits: hillwalking, kayaking, surfing, football



Peter Capsey

CURRICULUM VITAE

Current role	Project Trainer, Ornithology
Qualifications	- BA Modern Languages and Information Systems - Leadership Development Programme, IMI - Internal Quality Auditing - Time Management
Memberships	- Membership of Chartered Institute of Ecology and Environmental Management (CIEEM) - BirdWatch Ireland
Years of experience	- Four years with the Ornithology team at MKO. - Thirty years' experience in the IT and Telecommunications industries.
Relevant experience	- I have worked primarily on wind farm projects, carrying out vantage point, breeding raptor, Hen Harrier roost and seasonal walkover surveys, as well as waterbird distribution surveys in the locality of the sites. - I have carried out coastal bird surveys for Greenway projects. - I have been responsible for training and mentoring new recruits to the MKO Ornithology team in the field since 2022. The training specifically covers the methodologies used when completing the various types of survey that the Ornithology team undertakes. - I have over 40 years' experience in birding. During those years I have undertaken various ornithological surveys in the Republic of Ireland and Great Britain. - My professional background before joining MKO was in project and quality management, primarily in the IT and Telecommunications industries.
Key strengths and areas of expertise	- Methodologies for surveys carried out by the MKO Ornithology team. - Planning the monthly survey schedule used when training new members of the MKO Ornithology team, and carrying out the scheduled training. - Bird identification.
Practical skills and aptitudes	- Safe Pass. - First aid for lone workers.
Management/supervision	- Two years' experience of planning the training schedule and leading the training for new members of the MKO Ornithology team, and mentoring the new members as required once the training is complete. - Eighteen months subcontracting as Senior Project Manager at the Road Safety Authority.



	➤ Five years as Program Quality Manager at LMI Ericsson, managing a team of 10 quality engineers. ➤ Eighteen months as Quality Manager at the Digital Enterprise Research Institute, NUI Galway. ➤ Two years as Quality Manager, managing team of 2 quality engineers, and Customer Support Manager, managing team of 6 support engineers, at Softancy software house.
Interpersonal & Communication Skills	➤ Training and mentoring new members of the Ornithology team in survey methodologies. ➤ Experience of presenting to teams at all levels, including senior management. ➤ Leader of birding walks around east County Galway for various organisations and schools, for example NUI Galway, BirdWatch Ireland, the Irish Wildlife Trust and national schools situated in east County Galway.
Licenses held	➤ Full, clean drivers' license. ➤ Breeding Red Grouse survey license from NPWS.
Physical/other	➤ Surveyor of Rahasane Turlough for the Irish Wetland Bird Survey (I-WeBS) since 1998. ➤ Surveys in Co. Galway for 2007-2011 British and Irish Breeding Bird Atlas. ➤ British Trust for Ornithology Breeding Bird Survey in Somerset, near Bristol. ➤ Monitoring of Peregrine Falcon nest site in Bristol with Bristol Ornithological Club. ➤ Treasurer of Bristol Ornithological Club for one year.



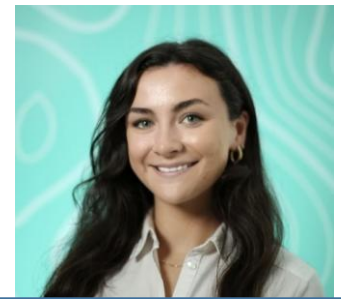
Patrick Manley

CURRICULUM VITAE

Patrick Manley is a Senior Ornithologist with MKO with over 9 years of experience in environmental consultancy. Patrick holds BSc (Hons) in Geology from University College Dublin. Since joining MKO, Patrick has worked on wind farm projects, solar farm projects, residential developments, data centres, county council projects and National Parks and Wildlife Service projects. He specialises in ornithological consulting, including Environmental Impact Assessments and has specialist knowledge in designing, executing and project managing ornithological assessments, primarily in the renewable industry. Prior to joining MKO in August 2016, Patrick gained experience through his involvement in several bird conservation projects, including protected curlew, seabirds and waders. Within MKO, Patrick plays a large role in the management and confidence building of junior members of staff and works as part of a large multi-disciplinary team to produce EIAR chapters.

Current Role	Senior Ornithologist
Qualifications	➤ Bachelor of Science (Hons) Geology, UCD (2013).
Memberships	➤ Full member CIEEM
Years of Experience	➤ 9 years' experience in designing, executing and project management of ornithological assessment in the renewables sector. Patrick has an additional three years' experience in wildlife conservation.
Relevant Experience	➤ Experience in Environmental Impact Assessments, primarily for wind energy developments. ➤ Design of habitat enhancement plans for bird species of conservation concern, including hen harrier, whooper swan and waders. ➤ Experience in managing and coordinating the in-house survey team and sub-consultants and directly liaising with clients, landowners and other stakeholders. ➤ Bird surveying for a wide range of projects, including wind farms and solar farms. Survey methods include vantage point surveys, winter walkover surveys, breeding walkover surveys, wintering wildfowl distribution surveys and breeding raptor surveys.
Key Strengths & Areas of Expertise	➤ Bird surveying: Extensive experienced in a wide range of bird survey methods throughout Ireland for various environmental projects. Examples of these including Vantage Point Surveys (Following Scottish Natural Heritage guidance (SNH)), Breeding Raptor Surveys (following SNH & Hardey methods), Breeding Wader Surveys (following SNH, Brown & Shepherd and O'Brien & Smith), Breeding Woodcock (following Gilbert <i>et al.</i> methods), Migratory/Wintering Waterfowl (Following SNH and I-WeBS methods) and Red Grouse Tape Lure Survey (following NPWS & BWI methods). ➤ Data Management: Experience in collecting, collation and analysis of large data sets, writing of interim reports and end of season reports for projects and with the ecological applications of QGIS and MapInfo software. ➤ Project Management: Project manager for a number of wind farm sites, responsible for designing scope of works, coordinating surveys, liaising with clients and preparing reports. ➤ People management: supervises a survey unit within MKO's ornithology team.





Susan Doran

CURRICULUM VITAE

Susan Doran is an Environmental Scientist at MKO. She attended University College Cork where she completed a BSc (Hons) in Ecology and Environmental Biology. Susan has over 2 years' experience working with MKO in data and project management, analysis, surveying and mapping. Susan has also been responsible for sub-contractor management within the ornithology team. She has experience in carrying out the EIA for a variety of renewable energy developments, flood relief schemes and recreational developments as well as experience in monitoring at operational windfarms.

Current Role	Environmental Scientist
Qualifications	➤ Bsc in Ecology and Environmental Biology from University College Cork
Memberships	➤ Institute for Environmental Management and Assessment ➤ Chartered Institute of Ecology and Environmental Management ➤ British Ecological Society ➤ Botanical Society of Britain and Ireland ➤ British Trust for Ornithology
Years of Experience	➤ Over 2 years
Relevant Experience	➤ 2 years of project management ➤ 1.5 years people management ➤ 5 Years in Data Administration ➤ BTO ringing and handling of birds ➤ 1 Year wild marine mammal handling experience ➤ Bird surveying for 2 year in the field
Key Strengths & Areas of Expertise	➤ Administrative software such as Microsoft Excel, Word and Outlook ➤ QGIS for data management and workspace creation ➤ Bird survey methodology ➤ Vast experience dealing with the public.
Practical Skills & Aptitudes	➤ Bird ID by sight and call ➤ Data compilation, management and analysis ➤ GIS Mapping ➤ Statistical analysis ➤ Bird ID by sight and call





Management/ Supervision	> Management of a large team of over 20 subconsultants. > Managed reservations team in a 5* hotel for 4 years. > Training of new hires in current role and in past workplaces. > Project set-up and survey design in final year college thesis. > Data management in current role.
Interpersonal & Communication Skills	> Email and phone communication via client contact, sub-consultant management and hospitality experience. > Many experiences throughout education including group work, presentations and field work which all require a high level of communication skills and working well with others. > Successfully leading serval teams while working in hospitality and in animal rescue positions.
Licenses Held	> Full Irish Driver's License (Road Safety Authority). > INSS Power Boating certificate (level 2) > BTO ringing license. > Red Grouse Survey Licenses > Barn Owl Survey License



Shay Fennelly

CURRICULUM VITAE 2023

Summary

My most recent position is working as a contract bird surveyor (April 2017-May 2023) monitoring wind farm sites. I have also worked and as a Marine mammal observer (August 2019) for marine dredging and drilling projects e.g., in Doolin, Loughs Foyle & Swilly. Bird and marine mammal survey for Aqualicense Ltd (2019) for a salmon farm.

Prior to that, I worked as a Fisheries Assistant with Inland Fisheries Ireland (December-August 2018). I was ageing bass scales, updating databases, assisting WFD estuary fish surveys, electro-fishing and designed a brochure for good handling of elasmobranchs.

From April 2016-2023 I worked as a contract Ornithologist doing wind farm bird surveys in Donegal, Leitrim, Sligo, Mayo, Offaly, Kildare and Galway for McCarthy Keville O'Sullivan Planning Consultants. I have also worked as an MMO for Aquafact, IWDG, NPWS, Roadbridge, Atlantic Towage and Irish Drilling. My previous contracts include;

- Fisheries Technician - review and report on "*Salmon policy in other jurisdictions*" and compiling salmon stock data for Inland Fisheries Ireland (August-December 2017).
- Marine Mammal Observer (MMO) for Roadbridge on the Belmullet Sewerage Scheme (July 2017). On site.
- Wind farm bird surveys in Mayo, Sligo, Donegal, Kildare, Leitrim for McCarthy Keville O'Sullivan Environmental consultants. MKO Ireland. (April-July 2017-2023).
- MMO for Aquafact for harbour dredging at Rosslare Europort, County Wexford (Dec 2016). Environmental compliance.
- In October 2016 I was MMO for Geo-mara on a new marina project involving confined underwater blasting, dredging and dumping at sea in Rossaveal, Galway. environmental compliance. On site.
- Ornithologist monitoring Sand Martins for Aquafact on Aquacomms Transatlantic Fibre Optic cable landfall in Killala, County Mayo (August 2015).
- ICCAT Blue fin tuna Fishery Observer in the Mediterranean (June 2015) for MRAG Ltd (UK).
- Marine mammal observer (MMO) for Aquafact environmental consultants on a new ferry pier involving build underwater blasting and dredging in Doolin, County Clare (2014-15). environmental compliance and mitigation. On site.

As an ecologist I have experience surveying birds, fish, raptors, marine mammals and bats and worked in aquaculture, coastal construction projects, renewable energy (wind farms) and the fisheries sector in Ireland. I have professional experience as a falconer, photojournalist, videographer. I have several months experience at sea as a Marine mammal observer (MMO) for the Marine Institute, National Parks and Wildlife Service and Irish Whale and Dolphin Group on fisheries surveys and marine mammal surveys. I graduated with a BSc Honours (2.1) in Freshwater and Marine Biology from GMIT in 2012. My research thesis was on the Diet of Herring (*Clupea harengus*) and Sprat (*Sprattus sprattus*) in the Celtic Sea.

Personal information

Date of Birth: 8th January 1957

Nationality: Irish

Address Claggan, Kilmeena, Westport, Co. Mayo, Ireland.

Phone: +353 83 4658374

Email: shayfennelly@gmail.com

Clean driving license 2000-2022

Qualifications

Digital Media production – Web Video, DIT 2013

BSc (Honours 2.1) in Freshwater and Marine Biology, GMIT 2012.

Certificate in Video Production 2004

Certificate in Fish Farming Letterkenny IT 1983

National Union of Journalists membership number 0902536

Courses/Certificates

Safe Pass for working on construction sites renewed 2021-2025

Introduction to ArcGisPro| Esri Ireland| March 2018.

VHF Radio Course September 2016

UAVs for Environmental Sciences | Scottish Marine Biological Association| 2015

ICCAT Blue fin tuna Regional Observer Program for Fishery Observer (MRAG)|2015

Passive Acoustic Technology, University of California | 2014 (www.biowaves.net)

Passive Acoustic Monitoring (PAM) Training cert: 000178 (IntelligentOcean) | 2011

BIM Personal Sea survival Techniques Certificate | 2011

National Powerboat/RIB Level 2 Certificate | 2011

EURO/Universal or BOSIET, HUET with OLF | 2009-2013

Seafarer Medical Certificate (ENG11) | 2010

STCW-95 Safety Training and Elementary First Aid (BIM) | 2007

Marine Mammal Observer Training Course (IWDG/JNCC) | 2007

Sea going & Marine Mammal Observer (MMO) Experience

- 2016-2019 Skipper of a Marine Survey Office Licensed passenger vessel/safety boat operating in Clew Bay, Mayo
- 2015 May ICCAT Blue fin tuna Fishery Observer, Balearic Islands, Mediterranean
- 2014 April-2015 April MMO for new pier build at Doolin, Co. Clare, Ireland
- 2011 MMO on Blue whiting acoustic survey for Marine Institute, Ireland.
- Fennelly S, (2011) Cetacean Distribution and Relative Abundance Survey during FSS Blue Whiting Survey 2011. Report to the Marine Institute, Oranmore, Galway, Ireland.
- 2011 MMO for Irish Whale and Dolphin Group (IWDG) for EIS for marine hydro power project in Ireland. Dr Simon Berrow, (IWDG)
- 2010 MMO/IWDG on cetacean survey, North West coast Ireland, for the National Parks and Wildlife Service.
- 2008 Twelve-month effort watch at Downpatrick head, Co Mayo for the IWDG.
- 2007 Observer on a week geophysics research cruise-WESTLINE to the Rockall Trough, off Ireland on Ireland's research vessel, the Celtic Explorer

- 2003 Journalist writing on marine enterprise based in Petty Harbor and Fogo Island, St. John's in Newfoundland, Canada.
- 1995 Mate – on Tuna fishing trawler, Skipper Alan Glanville Dunmore East to Bermeo, Spain, Bay of Biscay.
- 1994-1998 Established ecotourism business otter watching in Clew Bay, Mayo.
- 1993 Co-ordinated the first whale and dolphin survey in Ireland, Co Mayo with the Irish Whale and Dolphin Group and Dr Jonathan Gordon/IFAW.
- 1989 Photographer on the Whitbread Race, Montevideo, Uruguay.
- 1987 Photographer/Video cameraman on a 3 month sailing trip from Ireland to St Petersburg.
- 1982 Cetacean observer on UK MAFF herring survey cruise for the National Board for Science and Technology (Ireland).
- 1980 Observer on a 2-week cetacean/seabird survey of Ireland's west coast from Westport to Plymouth, with Dr Peter Evans, UK.

Education

Digital Media Production-Web Video Digital Skills Academy/DIT 2012-2013

BSc (Hons) Freshwater & Marine Biology GMIT Galway 2008-2012

BSc Marine Science Yr1 National University of Galway 2007-2008

Project Management Course FORBAIRT Dublin 1992

Business Appraisal Course FAS. Dublin 1992

Letterkenny Institute of Technology Certificate in Fish Farming 1982-1983

Diploma in Applied Biology Dublin Institute of Technology (DIT) 1977-1979

Projects

- 2016-2019 I set up a marine passenger boat ecotour/angling small business called *Wild Atlantic Charters* in Clew Bay County Mayo.
- Baseline whale and dolphin surveys, marine mammal observer.
- I have documented aquaculture, fishing and coastal communities in photojournalist assignments in Ireland, the Shetland Islands UK, Malta, Europe, Newfoundland Canada, Tanzania Africa, Uruguay South America, Hong Kong China, Virgin Islands USA. My photojournalism from 2000-2012 has focused on aquaculture, coastal zone management, marine ecotourism, offshore exploration, air sea rescue, oil pollution, traditional sailing craft and the decline of salmon, bluefin tuna, whales and dolphins.
- Marine ecotourism projects, *Island Otterwatch*, whaling/island visitor centre in Mayo.
- As a member of the Irish Whale and Dolphin Group in 1993 I coordinated the first whale and dolphin survey in Ireland off Co. Mayo. As a Director of the IWDG I helped to establish it as Ireland's leading marine NGO. (www.iwdg.ie)
- I set up Aquaphoto, a marine photolibrary to complement my work as a freelance photojournalist 1990-2014. www.aquaphoto.ie

Awards

In 1995 I was awarded an Environmental Endeavour Award from the Electricity Supply Board, Calouste Gulbenkian Foundation and Conservation Volunteers Ireland for Island Otterwatch - showing people how to watch coastal otters, and for protecting and improving Ireland's environment.

In 2001 I received a national print award for a story in the Irish Times on how the Shetland Islanders benefited from the discovery of North Sea Oil and what Mayo could learn from this, in the context of a new gas field found off Ireland's coast.

Employment

Date	Employer	Position
2023	McCarthy Keville O'Sullivan Irish Drilling Ltd.	Ornithologist Marine mammal Observer (MMO) Lough Foyle & Swilly MMO
2018	Atlantic Towage Ltd. Inland Fisheries Ireland & McCarthy Keville O'Sullivan	Fisheries Assistant & Ornithologist
2017 August- July	Inland Fisheries Ireland Roadbridge	Fisheries Technician MMO Belmullet Sewerage Scheme
April-July	McCarthy Keville O'Sullivan Aquafact	Ornithologist windfarm bird surveys Drone photography
2016	Aquafact	MMO Rosslare Europort Dredging
2015	MRAG Ltd.	Blue Fin tuna Fishery Observer
2014-2015	Aquafact, Galway	Marine mammal observer, Doolin pier construction, Co. Clare.
1990-2014	Aquaphoto Library (Stock Photography)	Freelance Photographer/journalist
Oct. 2007	Invited Writer to the Hong Kong Baptist University, International Writers Workshop with the theme "Writing the Sea and the Waterfront," one month in Hong Kong and China	
2003-2007	Aquaphoto	Freelance Photographer/Journalist
Oct. 2003	Freelance Journalist Newfoundland	Marine enterprise research,
1994-1998	Island Otterwatch Clew Bay, Co. Mayo.	Nature Guide for otter watching, Self-employed
1995	Alan Glanville	Mate -Tuna Fishing boat
1993	International Fund for Animal Welfare	Project Co-ordinator Mayo Whale and Dolphin Survey
1992	FAS, Dublin	Business Appraisal Course
Developed Project Proposal for an Ocean Education Visitor Centre, Blacksod Bay, Mayo		
1991-1992	Island Trust NGO Milltown, Dublin	Editor, An t-Oileanach Island's development newsletter,
Island Trust submission for offshore islands LEADER 1 (EU development funding program) to Department of Agriculture.		
1988-1989	WHITBREAD Round World Race Freelance Marine Photographer, Uruguay, Argentina.	

1987	South Kerry Sailing Caherdaniel,	Photographer for book published by Collins "Sailing to Leningrad" Roger Foxall.
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Video Cameraman for Ulster Television/Channel Four TV Program, "40 Degrees East," based on a 3 month sailing trip on a 6 metre yacht from Kerry to Russia on a circumnavigation of the Baltic Sea and then Soviet Union states.

Date	Employer	Position
1986		Photojournalist
1986	Eamonn de Buitlear, Bray, Co. Wicklow.	Wildlife filming assistant Otters in Clew Bay
1986	Clew Bay Oyster Co-op Westport, Co. Mayo.	Oyster Stocks Survey
1985	Salmon Research Trust Newport, Co. Mayo	Salmon smolt husbandry
1986-1983	Island Seafarms Blackshell Mussel Farm	Mussel Farming
1986-1983	Clew Bay Oyster Co-op. Westport, Co. Mayo.	Oyster Fisherman
	MAFF Fisheries Cruise MMO National Board for Science & Technology, Dublin	Observer on herring survey
1980-1979	Dr Peter Evans Oxford University	MMO Observer on Cetacean/ Seabird Cruise off the West of Ireland
1978-1976	Forest & Wildlife Service NPWS Research Branch	Wildlife research assistant Ornithologist & Falconer on bat, Peregrine falcon, merlin & seal Surveys.

Publications

Gordon J., Berrow S., Rogan E., Fennelly S., (2000), Acoustic Whale and Dolphin Survey off the Mullet Peninsula, Co. Mayo. Irish Naturalist's Journal. 26(7/8) 251-259.)

Conor Ryan, Simon Berrow, Alessandro Pierini, Joanne O'Brien, Ian O'Connor and David McGrath (2010) Inshore Boat-based Surveys for Cetaceans. Report to the National Parks and Wildlife Service. IWDG. pp.33. Primary logger on NW Cetacean survey.

Various feature stories on the marine environment, on developing Ireland's aquaculture

industry, in Fish Farming International; on Ireland's fishing industry in the Irish Skipper, the Marine Times and Fishing News newspapers; and various stories on environmental matters in national newspapers and magazines in Ireland and the UK.

- (2015) Clew Bay seaweed cutters set up association Mayo News Jan.
- (2013) Harbour Porpoises under threat from seismic survey in Killiney Bay
- (2010) Turbot farm gears up for market launch Intrafish Oct 2010
- (2010) The job: virus hunter photo Financial Times 5 September 2010
- (2010) Cruinnu na mBad brings a new cargo of tourism Afloat Nov 2010
- (2009) Protest continues as Corrib offshore gas pipeline is laid August Inshore Ireland
- (2009) Government abandons model ICZM approach Inshore Ireland Feb 2009
- (2008) Leachate: a risk or not? Inshore Ireland Feb 2008
- (2008) Islands await firefighting report Inshore Ireland 2008
- (2007) Incentives needed to reverse Islands population Inshore Ireland Dec 2007
- (2007) Problems of offshore islands outlined Inshore Ireland Dec 2007
- (2007) Shellfish farmers oppose leachate discharge in Clew Bay Inshore Ireland April
- (2007) Concerns over effluent discharge pipe in Broadhaven Bay SAC Inshore Ireland March
- (2007) Sound pollution threatens whales off Ireland Inshore Ireland March
- (2007) Authorities approve emergency leachate release into designated shellfish waters Inshore Ireland March 2007
- (2007) Council seek permission to dispose leachate in Clew Bay Inshore Ireland
- (2007) Clare Island Pioneering organic salmon farming Inshore Ireland Oct 07
- (2007) Ireland's environmental stewardship awarded red light status Inshore Ireland July
- (2007) Shellfish farmers voice concerns over threat to Clew Bay
- (2006) Government to review oil and gas licensing terms Inshore Ireland Dec 2006
- (2006) No postmortem for Sperm whale Inshore Ireland 2006
- (2006) Corrib Gas: consent before consultation? Inshore Ireland April 2006
- (2006) The decline of Irish Drift netting Fishing News 8 Sept 06
- (2006) Salmon season ends-maybe for good Fishing News August 06
- (2006) Marine wildlife neglected as offshore drilling continues An Taisce magazine
- (2006) Classification regime heads up gigas oyster workshop Inshore Ireland July
- (2006) SEA Public consultation fails but licensing recommended Inshore Ireland
- (2006) Substantial safety margin provided recommendations are followed Inshore Ireland April 2006
- (2006) Spring oyster harvest in Blacksod Bay Inshore Ireland April 2006
- (2006) Irish system proving its worth Fish Farming International May 2006
- (2006) Ireland neglects its marine biodiversity Inshore Ireland Feb 2006
- (2006) Danger in Irish waters 05-11/1/06 Village magazine Jan 06
- (2005) Tanzania invests in new marine institute Fish Farming International Oct 05
- (2005) Net Loss BBC Wildlife magazine UK September05
- (2005) Endangered giant turtle drowned in Clew Bay Village magazine August05
- (2005) New Crabber for Ireland Fishing News UK July05
- (2005) Aine Patricia new crabber joins mayo fleet Fishing News UK July05
- (2005) New Crab Fishing Vessel for Mayo fisherman Marine Times July 05
- (2005) Fishing vessel set adrift wrecked in Clew Bay Marine Times May05
- (2005) New Sea Urchin farming system at ISA conference Marine Times May05
- (2005) Urchin system launched at Irish meeting Fish Farming International April 05
- (2005) Garda investigate Old Head boat vandalism Mayo News April05
- (2005) Gama employees march for better pay - photo Village magazine April05
- (2005) Tsunami aid gets through Fish News International UK March05
- (2005) John Roche gunned down in Kilmainham-photo The Star March05
- (2005) Budget Brian Cowen- photo Accountancy Ireland Feb05
- (2005) Seafood producer's oppose Council's leachate disposal Marine Times Jan05
- (2004) Corrib gas gets planning approval Marine Times Dec04
- (2004) Mussel growers face huge waste bill Fish Farming International Dec04
- (2004) Galway bay tragedy stuns fishing community Marine Times Oct04
- (2004) Government undermines consensus ICZM in Bantry MarineTimes Oct.04

- (2004) EU Commission pursues legal action against government Marine Times
- (2004) Shellfish industry goes from strength to strength Marine Times April 2004
- (2004) Aquaculture big business in Canada Fish Farming International May04
- (2004) Oil spill in Connemara Marine Times April 2004
- (2004) Fogo Island Fishing Co-operative Marine Times March 2004
- (2004) Gone but not forgotten Newfoundland's Irish Ireland of the Welcomes March
- (2004) Marine Ecotourism whalewatching in Newfoundland Marine Times Jan. 2004
- (2004) Irish Air Corps cannot meet the standard Marine Times Feb. 2004
- (2003) Tagging giants Bluefin off Donegal, Irish Independent Magazine, 11/10/2003
- (2003) Lessons from the Coast of Death, Irish Independent Magazine, 26/4/2003
- (2003) Spill could pass Å1.1billion, Fish Farming International, April 2003
- (2003) Mystery Seabird Deaths in Wexford, Marine Times, May 2003
- (2003) Sceilig's splinter of stone, Ireland of the Welcomes, Jan-Feb.2003
- (2002) Erris fishermen withdraw from monitoring group, The Irish Skipper, Oct.
- (2002) Effluent outfall must move, fishermen, The Irish Skipper, July 2002
- (2002) Consultation confused with participation? Fish Farming International, May
- (2002) A pale green light for Corrib, The Irish Skipper, May 2002
- (2002) Integrated approach to development in Clew Bay, The Irish Skipper, April
- (2002) Irish oysters caused Hong Kong illness, Irish Times, 15/3/2002
- (2002) The Mullet peninsula- at the mouth of the sea, Ireland of the Welcomes Jan.
- (2001) Mayo looks to the Shetland-Corrib Gas Field, Irish Times, 21/7/2001.
- Awarded John Healy National Print Journalism Award in 2001 for Corrib gas IT story
- (2001) Mayo fishermen concerned over Corrib Gas, The Irish Skipper, June 2001.
- (2001) Whale of a Time, Irish Independent Magazine, 23/7/2001.
- (2001) Bluefin Tuna Fishery Blossoms off Ireland, Fishing News, 30/3/2001.
- (2001) Yawl come back to Achill! (Achill yawls), Ireland of the Welcomes, Jan/Feb
- (2000) Shores of Distress, (marine tragedy) Irish Independent Magazine 4/11/2000.
- (2000) When is an island not an island? The Mayo News, 3/11/1999.
- (2000) The Hunt for Salmon (drift-netting at sea) Fishing News, 6/10/2000.
- (2000) Day of the Dolphin, Irish Independent Magazine, 9/9/2000.
- (2000) The crude cost of neglect on our coastline, Irish Examiner 13/7/2000.
- (2000) Atlantic Patrol aboard C252, The Mayo News, 31/5/2000.
- (1999) Clew Bay- what does it mean to you? The Mayo News, 7/7/1999.
- (1998) Government ignores Strategic Environmental Assessment, Western People 15/7
- (1995) Question over long term safety of sheep dips, The Mayo News, 14/6//1995.
- (1987) Eastward Ho! first Irish yacht to Leningrad since Russian revolution.

SUMMARY OF QUALIFICATIONS

- 2:1 honours degree in Bachelor of Science, with a major in botany
- 6+ years' experience as an Ecologist, with particular focus on Appropriate Assessment
- Extensive experience in habitat/bird/mammal surveys (including bats)
- Holds valid Safe Pass
- Holds Irish Aviation Drone Licence for categories A1, A2, and A3
- Excellent technical skills in Microsoft Office, QGIS, Kaleidoscope Pro
- Fluent in Irish and English
- Full, clean driver's license

RELEVANT EXPERIENCE

Consultant Ecologist - Self Employed

June 2021 - Present

As a self-employed ecologist I have worked on the following projects:

- AASR, NIS, EcIA, CEMP, Invasive Species Management Plans, Bat Surveys, breeding and wintering bird surveys for planning applications nationwide (single houses, housing developments, windfarms, agricultural buildings, heritage grants).
- NPWS Farm Planner (ongoing). Habitat surveys, mammal surveys, preparation of management plan, liaison with landowners, preparing GIS files, report writing, as well as annual monitoring of the site
- Curlew Champion and Curlew Advisory Officer on the Curlew Conservation Programme (2021-2022). Breeding curlew surveys at a range of sites in the Slieve Aughty Mountains SPA. Liaison and good relationship with landowners was essential as many of the surveys occurred on private land. The role required communication and management of other team members. An annual report was prepared and completed at the end of each survey year.
- Preparing Plans for Nature for the Hare's Corner project in Co. Galway. Habitat surveys and management plans, as well as landowner liaison was essential for this role.
- Field Technician for UKCEH led Countryside Survey in Britain and Northern Ireland. Work was heavily field based and required habitat surveys and quadrats in a range of habitats, as well as organic soil sampling.

Project Ecologist and Field Technician, University of Galway

October 2022 – March 2026

- Conducting habitat surveys on blanket and raised bogs nationwide to inform restoration plans
- Measuring Greenhouse Gas Emissions from blanket and raised bogs using LGR-ICOS™ GLA131 Analyser
- Monitoring baseline conditions onsite such as water level, light intensity, NDVI, soil pH and moisture
- Conducting drone flights to create DEM models and NDVI analysis
- Gathering field data on current and historical peatlands to inform RePEAT project

Project Ecologist, Planning Consultancy Services, Galway**November 2018 – March 2021**

- Writing Appropriate Assessment Screening Reports, Natura Impact Statements, Ecological Impact Assessments and Construction Environmental Management Plans for planning and forestry applications; often having to clarify to clients unfamiliar with the legislation which reports are necessary.
- Designing and conducting mammal/bat/bird surveys to determine baseline information that will inform an impact assessment of a proposed plan or project. Survey types depend on the location and nature of the proposed project and can range from a walkover survey to dedicated vantage point surveys.

Field Technician, Terrafact, Ontario**April 2015 - September 2015**

This job involved surveying forests in rural Ontario as part of the Ecological Land Classification Survey. Surveyed lands were classified based on species composition and soil type. The information gathered by the field technicians was then used by the Ministry of Natural Resources in conjunction with aerial imagery to create habitat maps of large areas of forested land, providing expansive and detailed data for forest planners, conservation authorities, and logging companies.

- Job consisted of work entirely conducted in the field, with one other co-worker and very little supervision.
- Surveyed a variety of woodland habitats including: White pine dominated mixed woodlands, Red pine plantations, tolerant hardwoods etc.
- Organised work in most efficient manner and set schedule, work goals and deadlines while ensuring that I followed safe work practices.
- Conducted daily survey work and maintained records using GPS, various forestry tools (clinometer, FRI classification keys, basal area prism, diameter tape, Dutch auger).
- Made decisions and solved problems in highly challenging and often stressful work environments.

Laboratory/Field demonstrator, NUI Galway**September 2013 – November 2014**

- Supervised 1st and 3rd year biology students conducting laboratory experiments to ensure safe and efficient work methods.
- Demonstrated the use of microscopes, and application of chemicals.
- Explained how to use a key to identify plant species in the field.
- Taught groups how to conduct relevés and estimate percentage cover of individual species in a range of habitats including turloughs, and semi natural deciduous woodlands.

EDUCATION

NUI Galway, Bachelor of Science, Major in Botany 2010-2014

Relevant Subjects: 1st year: Biology; 2nd year: Aquatic Plant Science, Plants Humans and Environment; 3rd year: Applied Aquatic Plant Science, Plant Ecology and Paleoecology, Fundamental Skills in Earth and Ocean Sciences; 4th year: Current topics in Algal Science, Plant Genetics, Cell systems and Biology, Ecology and Conservation Issues, Current Topics in Plant Science, Palaeobotany and Climate Change, History of Life

VOLUNTARY WORK

Surveyor, All Ireland Daubenton's Bat Waterways Survey
Research assistant, NUI Galway
Research assistant, AranLIFE, Aran Islands

August 2019 – Present
August 2014 – January 2015
July 2014

TRAINING AND CERTIFICATIONS

- Safe Pass
- Valid Bat Roost Inspection Licence issued by Department of Culture, Heritage and Gaeltacht
- A1, A2, and A3 Drone Licence (Irish Aviation Authority)
- Introduction to GIS – 2 Day Training Course (NUI Galway),
- Counting birds and the Wetland Bird Survey (British Trust for Ornithology),
- Wader ID (British Trust for Ornithology),
- Sound analysis workshop (Bat Conservation Trust),

REFERENCES

Available on Request