

Alan Dunne

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PROFILE

Master's educated, eagerly anticipating his next career challenge. Highly motivated and passionate about environmental issues. A self-starter and quick learner.

PROFESSIONAL EXPERIENCE

Jan 2016 – present

Roadbridge Ltd

Environmental / Ecological Site Manager, Tievenameenta Wind Farm

- On site ECoW providing advice & supervision on environmental & ecological issues.
- Reporting to statutory bodies.
- Provide toolbox talks on ecological issues.
- Oversee and advise on drainage management and pollution prevention measures.
- Compliance with species and habitat protection requirements.
- Oversee all aspects of site reinstatement and restoration.

Jan 2015 – present

McCarthy Keville O'Sullivan Planning Consultants

Sub-consultant Ecologist

- Carried out bird surveys as part of the EIA for multiple proposed windfarm developments in counties Donegal and Offaly for clients Coillte and BnM.

Jan-June 2014

Jacobs Engineering Glasgow

Seasonal Ecologist

- Protected species surveys, monitoring and mitigation for road projects.
- Completed all safety courses related to field work.
- Experience in use of mobile mapping systems.

2011-2014

Kippure Estate Education and Adventure Centre

Environmental Education Instructor/ Office Administrator

- Developed and taught environmental education programs for students.
- Responsibilities expanded into back office operations, liaising with clients to create bespoke educational programs tailored to the client's goals.

Birdwatch Ireland, Kilcoole Little Tern Project

Volunteer

- Ran an onsite public outreach program to increase awareness of and public support for the Little Tern Project.
- Carried out avian behavioral studies; data and analysis conducted using Excel.

Jan-March 2013

Fauna Forever Association

Volunteer Researcher

- Carried out an independent research project on the effects of human activities (mining, logging, tourism) on neotropical birdlife in the Peruvian Amazon. Project included two months of solo data collection in the Madre de Dios region.

2011 Minerex Environmental Limited, Dundrum

Consultant Support Intern

- Reviewed previous cases to find solutions to current cases and to consultant queries.

2010-2012 UCD Wildlife Management Zoonoses Team

- Conducted surveys of seabirds to test for emerging infectious diseases.
- Surveyed kittiwakes and herring gulls.

2010-2011 INTEL & University College Dublin

River Quality Field Work

- Member of team from UCD that carried out river quality surveys on behalf of INTEL.
- Executed survey (kick sampling & electro fishing), analysed data, and delivered final report to INTEL.

2009-2011 University College Dublin, Environmental Resource Mgmt Masters

Thesis

- Studied the effects of invasive plant species on the River Liffey's riparian zone using Carabid beetles as a bioindicator.
- Analysis of data conducted with Microsoft Excel and Statistica.

2009-2011

Project Work

- Electronic mapping for GIS projects.
- Satellite imagery analysis for Remote Sensing projects.
- Analysis of data collected for projects on behalf of Irish EPA.
- Waste management feasibility project carried out on behalf of UCD.

EDUCATION

- 2011 University College Dublin: MSc. Environmental Resource Management, 2H1
- 2010 University College Dublin: BA Hons. Intl. Spanish and Geography, 2H1
 - 2008 Tecnologico de Monterrey, Mexico: Study abroad year

COMPUTER SKILLS

- ECDL certified MS Office (Excel, Powerpoint, Word, Outlook).
- Both Mac OS and Windows Office literate.
- Completed ArcGIS and Remote Sensing courses.
- Statistical data analysis using SAS, Excel, and Statistica.

SKILLS & ADDITIONAL INFORMATION

- Excellent communicator and team leader.
- Work well both as a team member and independently.
- Proven report writing skills.
- Certified in wilderness first aid & working near water.
- Two term secretary for UCD Cycling Club.
- Active member/volunteer with conservation organisations.
- Full clean driving license.

References available upon request

Name	Alan Lauder
Qualifications	BSc (Hons) Ecology (1989)

Alan Lauder is a professional ornithologist, ecologist, habitat management and nature conservation specialist with over 30 years' experience working across state and non-governmental wildlife and conservation organisations in the UK and Ireland. He has extensive experience of a wide range of ecological and ornithological research, survey and monitoring techniques, is a highly skilled field worker as well as being experienced in habitat, visitor/tourism and wildlife management projects. As a senior level leader and manager in a range of organisations he developed extensive skills and experience in project and team management, organisational and strategic development, communications and policy as well as in planning and development casework on designated sites.

Career roles and experience

April 2013 – Present

Owner/principal, AlanLauderConsulting

Commercial consultancy delivering projects for a wide range of clients including; ornithological survey & monitoring, ornithological research, habitat mapping and habitat management, nature conservation advice and strategic management services e.g. management planning and project audit. Management of survey teams.

Experience includes:

- Ornithological survey for commercial developments and infrastructure projects including 9 projects/sites in Ireland and seven in Scotland from 2013-present. These included a full range of standard methods as per SNH guidance such as conventional VPs, moorland breeding bird survey, BBS/CBC methods, woodland point counts and also many specialist species surveys including: breeding raptors (e.g. Golden & White-tailed Eagle, Osprey, Hen Harrier, Peregrine, Goshawk, Merlin) owls (short-eared, Barn, Tawny & Long-eared), Black Grouse & Red Grouse, Waterbirds (including wintering waterbird counts, Red-throated & Black-throated Diver & breeding waders) and Gulls (breeding colony counts and winter roost counts).
- Appropriate Assessment screening
Appropriate Assessment screening/Habitats Regulation Assessment reports and reviews for housing, solar projects, port development, Film/TV and sports events; 9xprojects Wicklow Mountains SPA/SAC, 2x projects Cork/Waterford, 1 project Co. Louth, 1 project Co. Offaly, 1 project Co. Kildare, 1 project Teeside UK.

Other recent examples of commercial consultancy project experience:

- Management Planning & advisory works at; Inch Wildfowl Reserve (NPWS) 2015, facilitation of management plan for Sliabh Blooms Nature Reserve (NPWS) 2016, management advisory and planning for Cooldross (NPWS) 2017
- Ecological Clerk of Works for Centerparcs Longford Forest development in 2016-present
- Research report on managing the impact of dogs on nature conservation at Dublin Bay for Dublin City Council 2017
- Concept Development for mid-Shannon Wetland Wilderness Park, report to Heritage Council 2016
- Nesting gull survey & report for hotel planning application Dublin 2016
- Bird survey for housing development, Rochestown, Cork 2017
- Habitat Survey for OPW arterial drainage works, Kildare 2016
- Biodiversity management advice for 3xwater treatment works in Ireland (Veolia) 2016

Jan 2011 – Oct 2013 Chief Executive, Birdwatch Ireland

Remit included: Leading, guiding and directing all Birdwatch Ireland strategies, policies, plans and activities and overall responsibility for delivery of business operations

Jul 2008 – Dec 2010 Head of Conservation, Birdwatch Ireland

Remit included: Directing all Birdwatch Ireland conservation activities including, conservation policy, casework & advocacy, strategic planning, research, survey & monitoring, reserves management

Mar 2002 – Apr 2008 Regional Reserves Manager, RSPB (acting Regional Director Apr – Jun 08)

Remit included: The management of 23 RSPB reserves in South & West Scotland and reserves staff team of c.40, co-ordination and implementation of reserve management plans, acquisitions and project management on land management projects including visitor and education developments and major habitat management projects. Major input to conservation policy and planning & development EIA and casework. Oversight of monitoring and survey projects across the reserves suite.

Feb 2000 – Mar 2002 Head of BTO Scotland (based in British Trust for Ornithology, Scottish office)

Remit included: Set up, development and operation of BTO Scotland including development of new links to commercial and partner organisations and to government to develop research and survey projects and the further development of the BTO's regional network in Scotland. Included the co-ordination of the UK Peregrine Survey 2001/2 and undertaking significant survey/research contracts.

Dec 1997 – Feb 2000

Senior Area Officer, Scottish Natural Heritage, Tayside & Clackmannanshire

Scottish Natural Heritage, Tayside & Clackmannanshire Area, Battleby, Redgorton, Perth

Remit included: Responsibility for the delivery of SNH's remit within Kinross-shire & Southern Perthshire. Ornithological casework, Area and lead on Natura 2000 (SPA) designations, management of Loch Leven NNR, assessment of Grant Aid projects and lead for SNH on the Loch Leven Catchment Management Project board. General planning and species casework including bat advisory and casework. Conducting in-house ornithological research and overseeing contracted and student research projects

May 1991 - Nov 1997 Reserve Manager, Loch Leven & Rannoch Moor Nat Nature Reserves, SNH

Remit included: Reserve & Habitat Management, planning and implementing research, survey and monitoring programmes for birds and other taxa, habitats and water quality. Production and execution of reserve management plan and work programme incl. habitat management, overseeing contractors, staff & volunteers.

Sep 1989 - Aug 1990 Conservation Officer, British Association for Shooting and Conservation

Remit included: Management planning on various sites (particularly coastal and inland wetlands) often with the integration of shooting and farming. Conservation and habitat management advice to members. Site survey and assessment for management planning. Liaison with statutory and voluntary bodies etc.

June - Sep 1986 & 1987 Seasonal Ranger/Naturalist, Grey Mare's Tail Reserve, National Trust for Scotland

Remit included: Interpretation through guided walks, talks and general "Rangering". Footpath and general reserve maintenance. Ecological monitoring. Monitoring of visitor numbers and pressure, and footpath erosion. Liaison with farmers, local community and conservation bodies.

Voluntary Work

Voluntary warden, St. Abb's Head NNR, NTS 1983 -'85

Duties included assisting the ranger with ornithological, mammal, lepidoptera and botanical monitoring, practical reserve maintenance, guided walks and boat trips.

EDUCATION

Secondary Education

Eyemouth High School, Berwickshire, Scotland Aug '79 - Jun '85

Higher Education

University of Stirling, Scotland B.Sc. (hons) Ecology (Sep '85 - Jun '89).

OTHER RELEVANT EXPERIENCE/QUALIFICATIONS & TRAINING

Extensive experience of birds, birding and ornithological research for over 30 years. Member B.T.O., S.O.C., R.S.P.B., BirdWatch Ireland. BTO A Ringing Permit & trainer: with endorsements for cannon-nets, mist nets, tape lures and experience in using various unconventional marks eg. radio and satellite transmitters and neck collars. Wide experience in working with most European & North American bird families, particular expertise in wildfowl and seabirds. Current and former ornithological projects have included include Shorebird

movements in Dublin Bay, Cormorants and the Loch Leven Trout Fishery, Brood Survival in Tufted Ducks, WWT Pink-footed Goose Project, GIS modelling of Greylag Goose feeding distribution, long-term seabird ringing in Caithness, CES, Hen Harrier site fidelity/recruitment.

Good knowledge of wider natural history & survey methods including habitat mapping & upland botany, cetaceans, dragonflies, butterflies and mammals

Full, clean, EU diving licence.

Training courses completed: Various internal Scottish Natural Heritage & RSPB training courses including: Project management, Staff Appraisal, Wildlife Legislation, Grants Assessment, Environmental Education and Interpretation, Defensive & Off-road Driving, Managers Development programme, Working with Volunteers, Policy Advocacy

Other training includes RYA level II Powerboat, lone working etc.

Experience of extensive world travel including East Africa, USA, Southern, Eastern & Northern Europe

COMMITTEES, BODIES AND BOARDS

- Chairman, Curlew Task Force (Dept of Arts Heritage, Regional, Rural and Gaeltacht Affairs) Jan 2017 - present
- Member/Environmental Pillar rep., Food Harvest 2020 committee (Dept of Agriculture, Food & the Marine)
- Member, Scottish Birds Records Committee 2006 – 2013 (Chairman 2011 – 2013)
- Chairman - Inch Wildfowl Reserve Liaison Group (Donegal) and the Kilcolman National Nature Reserve Scientific Advisory Group (Co. Cork) (2011 – present)
- Member, Fife Local Bird Records Committee (2006 – 2008).
- Member of Board of The Isle of May Bird Observatory Trust (2000 – present)
- Member of Board of National Biodiversity Data Centre (Ireland) (Jan 2011 – Dec 2013)
- Secretary & Chair, Wicklow Murrough Ringing Group (2012 – present)

INTERESTS

Ornithology, general natural history (notably cetaceans, mammals, butterflies & dragonflies), running, cycling, mountaineering, fly fishing,

SELECTED PUBLICATIONS & REPORTS:

- Liordos, V & **Lauder, A.** (2015) Factors Affecting Nest Success of Tufted Ducks (*Aythya fuligula*) Nesting in Association with Black-headed Gulls (*Larus ridibundus*) at Loch Leven, Scotland *Waterbirds* 38(2): 208-213
- Fuller, R., **Lauder, A.**, Gillings, S., Crowe, O. (2013) Patterns of change in British and Irish birds (chapter) in Balmer, D. *et al* (2013) *The Bird Atlas 2007-11* BTO, Thetford
- Nairn, R. & **Lauder, A.** (2012) Habitat Management for Birds (chapter) in Nairn, R. & O'Halloran, J. (Eds) *Bird habitats in Ireland* Collins Press 2012 Cork
- Lusby, J., Fernandez-Bellon, D., Norriss, D. and **Lauder, A.** (2011) Assessing the effectiveness of monitoring methods for Merlin *Falco columbarius* in Ireland: the Pilot Merlin Survey 2010 *Irish Birds* 9(2): 143-154
- **Lauder, A.** (2007) Trends in breeding duck populations at Loch Leven, Perth & Kinross *Scottish Birds* 27:55-63
- Glass, T., **Lauder, A.W.**, Oksien, M. and Skaw, K.D. (2006) Masked Shrike: new to Britain *British Birds* 99:67-70
- Gremillet, D., Wright, G.A., **Lauder, A.W.**, Carss D.N. & Wanless, S. (2003) Modelling the daily food requirements of wintering great cormorants: a bioenergetics tool for wildlife management *Journal of Applied Ecology* 40(2):266-277
- **Lauder, A. W.** & Shaw, K. D. (2002) Seawatching from the Isle of May *Birding Scotland* 5(4) pp159-162
- **Lauder, A. W.** (2001) *Numbers and Distribution of Wintering Golden Plover around Prestwick, Ayrshire* BTO Scotland Research Report

- **Lauder, A. W.** & Shaw, K. D. (1999) Reserve Spotlight: Loch Leven & Vane Farm *Birding Scotland* 2(3) pp120-124
- Urquhart, C.D., Osborne, P.E., Hudson, P.J., **Lauder, A.W.**, Bell, M.V. (1999) *Factors Affecting Field Choice by Feeding Greylag (Anser anser) and Pink-footed Geese (Anser brachyrhynchus), Strathearn and Strathallan, Perthshire, Scotland* Poster paper, British Ecological Society Winter and Annual General Meeting 1999, University of Leicester
- **Lauder, A.** (1998) *Attempts to Capture and Mark Taiga Bean Geese Anser fabalis fabalis, Slammannan Plateau, Falkirk in winter 1997/98* Commissioned Report to SNH & the Bean Goose Working Group
- Stewart, B. and **Lauder, A.** (1997) Gizzard contents of Pochard, Tufted Duck and Goldeneye from Loch Leven, Kinross, in winter 1994-95 *Scottish Birds* 18:28-35
- Carss, D.N., Marquiss, M. & Lauder, A.W. (1997b) Cormorant *Phalacrocorax carbo carbo* predation at a major trout fishery in Scotland. *Supplemento alle Ricerche di Biologia della Selvaggina*, XXVI, 281–294.

CURRICULUM VITAE

Colin Gallagher

SUMMARY - Ornithology

Colin is an experienced ornithologist with excellent bird identification, survey and habitat management knowledge and skills. He has worked on a wide range of projects for conservation bodies and more recently for development. His ornithological survey skills include; Vantage Points, a range of walkover surveys including territory mapping, BBS and Brown & Shepherd surveys, Bird Atlasing, lowland breeding wader surveys, winter waterbird counts as well as experience gained both professionally and in his spare time surveying raptors, Corncrake and other rare breeding birds.

WORK EXPERIENCE

Date (Apr 2016 – present)	Ornithological Surveyor & Ecologist
	Alan Lauder Consulting, 7 Hargrove, Ballymoate, Glenealy, Co. Wicklow
	<ul style="list-style-type: none"> ▪ Ornithological survey for development projects Using a range of surveying methodologies, including Vantage Point, Brown and Shepherd and Point and Transect surveys in a wide range of habitats. ▪ Habitat Survey (Fossitt/Phase 1/PEA) ▪ Assistance with site management planning ▪ Other ecological tasks and advice as required e.g. talks, training workshops, H&S documentation, project admin tasks etc.
Date (Apr 2015 – Dec 2015)	High Nature Value Farming Officer Ireland
	European Forum for Nature Conservation and Pastoralism C/O Gwyn Jones (CEO) Penygraig, Llanfair Clydogau, Lampeter, SA48 8LJ, UK
	<ul style="list-style-type: none"> ▪ Developing a case study and a detailed agri-environment scheme proposal for the Blackstairs Farming Group. ▪ Assessment and evaluation of EU agricultural policy and the Rural Development Programme and advice and policy input provided to farming groups, other stakeholders and Government Departments. ▪ Providing technical support to local groups for the development of locally led agri-environment schemes. ▪ Publicise and highlight the High Nature Value Farming concept throughout Ireland through presentations, reports, leaflets, and social media and video production. ▪ Organising and co-ordinating stakeholders meeting in Brussels.
Date (Feb 2015 – Apr 2015)	Ornithological Surveyor
	Alan Lauder Consulting, 7 Hargrove, Ballymoate, Glenealy, Co. Wicklow
	<ul style="list-style-type: none"> ▪ Carrying out dawn and dusk vantage point surveys following standard methodology as part of a large scale development project; recording species, numbers, flight behaviour, flight height and duration.
Date (June 2013 – Sept 2014)	Breeding Wader Management Officer and Consultant Ornithologist
	BirdWatch Ireland Crank House, Banagher, Co. Offaly
	<ul style="list-style-type: none"> ▪ Carrying out habitat and productivity monitoring for Redshank, Curlew, Lapwing and Snipe on the Shannon Callows. ▪ Carrying out transect surveys in habitats such as scrub, permanent pasture, upland and lowland bog as part of the ADAPT project for the conservation of threatened habitats and species. ▪ Carrying out breeding wader surveys on disused and active bog sites as part of a contract for Bord Na Móna. ▪ Surveyor for the Dublin Bay Birds Project. ▪ Designing and developing new Farm Plans for farmers with protected bird species on their land. ▪ Managing and administering an agri-environment programme to local landowners. ▪ Liaising and negotiating with a variety of stakeholders; IFA, NPWS, DAFM, Environmental Consultants, Landowners. ▪ Managing a team of volunteers.

	<ul style="list-style-type: none"> Producing professional reports and updates for stakeholders and managing social media presence.
Date (Jan – Oct 2012)	<p>Field Technician</p> <p>Golder Associates, Mississauga, Ontario, Canada</p> <ul style="list-style-type: none"> Carrying out field surveys, test excavations and mitigative excavation on remote sites as part of a large scale renewable energy project for Samsung in Southern Ontario. Providing supervision of field work.
Date (Nov 2009 – Oct 2011)	<p>Self Employed Ecological Consultant</p> <ul style="list-style-type: none"> Field Surveyor for the National Bird Atlas recording all bird species by sight and call in a wide range of habitats throughout Ireland during winter and breeding seasons. Completed feasibility study for restoration of habitat for Corncrake on Arranmore Island.
Date (Two seven month seasons in 2009 and 2010)	<p>Conservation Officer</p> <p>BirdWatch Ireland, Crank House, Banagher, Co. Offaly</p> <ul style="list-style-type: none"> Carry out a census of Corncrake, according to standard methodology. Assist in carrying out a survey of breeding waders along the Shannon Callows. Assisted with Barn Owl surveys as part of the BirdWatch Ireland Barn Owl project. Solely responsible for administering a conservation scheme to landowners as part of the Corncrake Conservation Project. Assess landowner compliance with EU funded agri-environment schemes. Producing final reports of field work. Publicise the project and BirdWatch Ireland's work throughout the Country through school visits, nature walks, press releases and radio interviews. Monitor and assist in a predator control programme on the Shannon Callows.
Date June 2002 – Sept 2007	<p>Archaeologist</p> <p>Mayo County Council and variety of private archaeology consultancies.</p> <ul style="list-style-type: none"> From 2002 to 2007 I worked on a variety of archaeology projects working from the level of Site Assistant to Archaeology Director. Projects included publically funded development projects such as road construction, drainage schemes, sewage plants and urban development projects. Managing and supervising staff and meeting site completion deadlines within time and financial constraints. Completing final reports to publication standard.

EDUCATION AND TRAINING

Dates (2007 – 2008)	<p>MSc Ecological Economics</p> <p>University of Edinburgh</p>
Subjects	Project Appraisal, Ecological Economics, Environment and Development, Waste Management and Recycling, Integrated Resource Planning, Thesis
Dates (1998 – 2002)	<p>BA Heritage Studies</p> <p>Galway/ Mayo Institute of Technology</p>
Subjects included	Ecology, Environmental Studies, Rural Geography, Earth Science, Built Environment Studies, Archaeology

ADDITIONAL INFORMATION

- Computer skills**
- Excellent command of Microsoft Office.
 - Good working experience of ArcGIS and QGIS software.
 - Web design.

- Good command of social media websites.

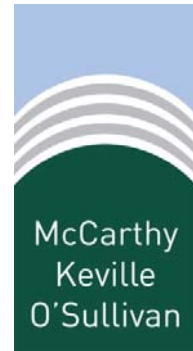
Driving licence ▪ B (Clean)

- Reports & Publications
- Gallagher, C. Jones, G.J., Tubridy, M. (2015) *Proposal for a Locally Led, Results Based Agri-Environment Payment Scheme for the Blackstairs Mountains*, The Blackstairs Farming Group. Available at: <http://www.efncp.org/projects/hnv-farmland-irish-uplands/>
 - Tubridy, M, Gallagher, C. (2015) *Developing a case for a Locally Led Agri-Environment Scheme for the Blackstairs*. The Blackstairs Farming Group. Available at: <http://www.efncp.org/projects/hnv-farmland-irish-uplands/>
 - Gallagher, C. Maher, C. Jones, G. (2015) *Country Report on the Implementation of the new CAP and its possible effects on permanent pasture: Ireland*, EFNCP. Available at: <http://www.efncp.org/news/news20160127.php>
 - Copland, A. Gallagher, C. (2014) *Bird Territory Mapping at Drinagh: Monitoring Impacts of Habitat Management*, Survey report 2014 for Bord Na Móna
 - Gallagher, C. (2013) *Review of Effective Predator Control Measures for Breeding Waders*, Unpublished report for National Parks and Wildlife Service
 - Gallagher, C. (2013) *Shannon Callows Breeding Wader Project, 2013*, Unpublished report for National Parks and Wildlife Service.
 - Gallagher, C. Donaghy A. (2009) *Corncrake Fieldwork in the Shannon Callows, 2009*, BirdWatch Ireland, Unpublished report
 - Gallagher, C. (2010) *Corncrake Fieldwork in the Shannon Callows, 2010*, National Parks and Wildlife Service, Unpublished report
 - Illustrator and Graphics contributor for: Gillespie R.F & Kerrigan A, 2010, *Of Troughs and Tuyères, The archaeology of the N5 Charlestown Bypass*, National Roads Authority, Dublin
 - Kerrigan, A, Gallagher, C (2008) *N5 Charlestown Bypass Townland Boundary Survey*, Mayo County Council
- Video Production
- Farming Nature – Community and Conservation on Achill Island (Project Planner, Producer and Narrator) Available at <http://www.efncp.org/publications/videos/2015/>



CURRICULUM VITAE

Andrew O'Donoghue



Andrew O'Donoghue is an Assistant Ornithologist with McCarthy O'Sullivan Ltd. Andrew holds BSc (Hons) in Zoology from University College Dublin. Prior to taking up his position with McCarthy Keville O'Sullivan in January 2017, Andrew worked as a sub-contract bird surveyor for Scott Cawley Ltd. Prior to this he completed a field biologist internship with the University of Saskatchewan in Canada and worked with Birdwatch Ireland as a Warden on a Seabird conservation project. Andrew's key strengths and areas of expertise are in bird surveying techniques, knowledge of species ecology and identification, GIS and data management. Since joining MKO Andrew has been involved as an Assistant ornithologist on several proposed windfarm sites across Ireland, and is currently responsible for carrying out a range of survey types on a major Donegal based wind development. Within MKO Andrew is responsible for independently project managing and carrying out required surveys as part of the Ornithology team.

Current Role	Assistant Ornithologist
Qualifications	BSc (Hons) Zoology, UCD
Years of Experience	2 Years' Experience bird surveying and field based research positions 2015: Warden Birdwatch Ireland 2016: Field research internship University of Saskatchewan 2016: Sub-Contract surveyor for Scott Cawley Ltd. 2017-Present: Assistant ornithologist MKO
Relevant Experience	<p>Sub-Contract Bird Surveyor – Scott Cawley Ltd., Blackrock, Co Dublin Conducting wintering bird surveys and monitoring at Bull Island and inland sites focusing on light bellied Brent geese. Feeding distribution surveys and recording colour rings at various sites close to proposed development. Reporting data to supervising ecologist for EIS</p> <p>Intern Field Research Assistant– University of Saskatchewan, Canada Gathering and reporting biological data from breeding colony of black tailed prairie dogs in Grasslands National Park. Live trapping and obtaining data from individuals and data managing data to achieve colony level census to examine the threat of plague across populations.</p> <p>Warden – Birdwatch Ireland, Baltray Co. Louth Responsible for maximizing productivity of breeding colony by minimizing the impacts of human disturbance, predation, adverse weather events and habitat loss through habitat management. Gathering biological data from breeding colony including measurements, weighing and ringing chicks along with observational studies. Daily point count and area search surveys of all seabird and coastal species present at site.</p>
Practical Skills and Aptitudes	<ul style="list-style-type: none"> Experienced in carrying out bird survey methods in accordance with international guidelines. Including regular volunteer surveys for BWI and the Irish Raptor Study Group on Inland and coastal habitats Experienced in Irish bird ecology and identification Project management and planning Working independently and effectively in the field Proficient in use of MS Office programs and GIS software

	<ul style="list-style-type: none"> • Knowledge of practical fieldwork techniques including animal handling experience such as bird ringing, small mammal trapping for hair and DNA sampling • Experienced in practical habitat management techniques • Experience carrying out Phase 1 Habitat, Aquatic and Dawn/Dusk bat surveys as volunteer ecologist. • Static bat detector set-up for surveys at height
Management/ Supervision	<ul style="list-style-type: none"> • Volunteer co-ordinator as part of work for BWI
Interpersonal & Communication Skills	<ul style="list-style-type: none"> • Public interaction as part of outreach/public info initiatives • Effective and clear communicator • Proven ability to fit into management framework and work with a team coordinating efficient collation of data to achieve project aims. • Ability to work independently and manage personal deadlines. • Experience working with ecologists and contributing data for inclusion in EIS • Experienced liaising with landowners and public on potentially sensitive projects
Licenses Held	<ul style="list-style-type: none"> • Full Irish Drivers licence

Anthony Robb

Kildrum, Carrigans, Lifford, Co. Donegal
Tel: (00353)86 0724821 Email: anthonyrobb91@gmail.com

An experienced ornithologist with a strong background in agri-environmental management and conservation. Over 10 years' experience of field surveys working professionally and on a voluntary basis working with priority bird species in Ireland. Excellent bird ID skills and experienced in bird population research and survey techniques. Accomplished in habitat creation and management projects. Experienced in mammal surveying with a research background in red squirrel ecology and conservation in the north-west of Ireland.

Education

1st class honours in BSc (Hons) Countryside and Environmental Management,
Harper Adams University **(2010 – 2014)**

Key Modules: Sustainable Forestry and Agriculture; Landscape Development; GIS and Land Use; Wildlife, Habitat and Conservation; Environmental Quality Protection; Applied Ecology.

Dissertation

'An assessment of Donegal's red squirrel (*Sciurus vulgaris*) population as a potential donor population for a proposed translocation project'. Published from Harper Adams as a technical note in 2014.

Employment

Ornithologist **(Jan 2015 – Present)**

Working as a sub-consultant ornithologist for multiple clients with projects mainly focused in north-west Ireland. Specialising in field survey techniques to assess flight activity and breeding distribution of avian communities on proposed wind farm developments. Methods used include vantage point surveys; walkover surveys; breeding and winter bird surveys (e.g. Brown and Shepherd method, Smith and O'Brien, point count and transect); upland wader survey; breeding and winter raptor surveys; species specific surveys and winter waterfowl surveys through Scottish Natural Heritage (SNH) guidelines. Species specific surveys for presence and breeding success including: Golden Eagle; White-Tailed Sea Eagle; Northern Goshawk; Merlin and Hen-Harrier. Assisted in a conservation management plan for Blanket Nook Wildlife Sanctuary grassland project.

Environmental Park Ranger (Oakfield Park) **(July 2012 - Present)**

Introduced wildfowl into the estate lakes and wetland. Involved in habitat creation and artificial island construction for waterbird species present. Annual census of breeding success of wildfowl species.

Drumbuoy Farm Environmental Farm Plan **(2006 – 2013 part-time)**

Assisted in the implementation of the environmental farm management plan for wintering geese and swans on a 900 acre contracted farm within an SPA. Duties involved crop selection and creation of buffer strips sown with fodder beat for target species. Monitoring of geese population using fixed vantage point surveys during the peak migratory periods in winter and close liaison with national parks and wildlife service staff to update them on species distribution, present results and provide project updates throughout. Assisted with canon-netting and neck collaring of greylag and Greenland white-fronted geese as part of a research project to track flightpaths during migration. General provision of ecological advice and best practice throughout to the landowner and contractors.

Project Leader (Grassland Restoration Project) **(Oct 2007 – Dec 2009)**

Project Leader on the Blanket-Nook Grassland Restoration Project, restoring 20 acres of grassland to a suitable sward for breeding waders and feeding winter migrants. Monitoring of target species primarily redshank, lapwing and snipe using standard fixed point vantage point watches twice monthly after the works had taken place to show gradual species incline. This project involved close liaison with NGO's, wildlife rangers, contractors and landowners at all times. A heritage lottery funded project with the assistance of Lorcan O'Toole (Golden Eagle Trust).

Volunteer work

Currently volunteer for the all-Ireland peregrine falcon survey and curlew conservation project. Involved in I-WeBS and the Irish hen-harrier survey. Involved in various voluntary conservation schemes.

Curlew Conservation Project (NPWS/Department of Agriculture) (2017)

Volunteer fieldworker as requested by the all-Ireland curlew taskforce established in 2017. This involved curlew nest surveys through fixed vantage point and walkovers carried out over suitable habitat and historic nest sites. Nest protection and predator control carried out around nest sites.

Irish Whale and Dolphin Group (IWDG) (August 2014 – present)

IWDG point of contact for whale, dolphin and cetacean live strandings for south east Lough Swilly.

Project Coordinator (Donegal Squirrel Project) (November 2012 - present)

An extensive survey, the first of its kind in the county, of red and grey squirrels in Co. Donegal as a base line for a translocation project to help conserve Irish red squirrels which included a targeted grey squirrel cull.

Research Assistant (Irish Basking Shark Research Project) (June - August 2012 and 2013)

Assisted in the basking shark tagging programme off the coast of Co. Donegal. Duties included attaching tags to the sharks (both satellite and time/depth recorders), filming, plankton surveys and shark surveying.

Volunteer fieldworker (Inch Wildfowl Reserve, Co. Donegal) (June 2011 – Sep 2011)

Bird habitat usage mapping of particular feeding and roosting areas for habitat management and creation within an SPA. Methods involved included vantage point and walkover surveys.

Assistant Conservation Ranger (National Parks and Wildlife Service) (Jan 2008-May 2008)

Assisted the Ranger in ensuring that people comply with regional legislations including shooting seasons and fishing regulations, carried out wildlife surveys, investigated environmental issues, improved bird identification skills, carried out badger tracking and hedgerow management. Assisted in the transportation and release of golden eagles as part of the Golden Eagle Reintroduction Project.

Other volunteer work and experience

Irish Wetland Bird Survey: I am the official bird-surveyor of Blanket-Nook Wildlife Sanctuary for the Irish Wetlands Bird Survey (IWeBS) were from the months of September to March a monthly count occurs of all wetland bird species. During peak wintering months this can be in excess of 3000 species with whooper swan and geese species making up a large proportion.

Golden Eagle Reintroduction Project: I have assisted Lorcan O' Toole with the golden eagle project on a number of occasions. Tasks undertaken included release of eagles from release pens, monitoring, feeding, nest assessments to record prey species and removal of an injured chick from a nest.

Irish Rare Breeding Bird Panel (IRBBP): Official recorder of rare breeding bird occurrences for the district of Donegal North East and Inishowen. Monitoring one of only three whooper swan nest sites in Ireland.

Professional memberships and certifications:

Member of the Chartered Institute of Ecological and Environmental Management (CIEEM) and the Institute of Environmental Management and Assessment (IEMA).

Technical Papers

Robb, A and Hunter, N. An Assessment of Donegal's red squirrel (*Sciurus Vulgaris*) population as a potential donor population for a proposed translocation project. Harper Adams University, Shropshire (2014).

CHRIS PEPPIATTE



Chris has over ten years' experience in the preparation of ecological/environmental assessments at more than 50 proposed wind energy development sites in 16 Irish counties (Cavan, Clare, Cork, Donegal, Galway, Kerry, Laois, Leitrim, Limerick, Longford, Louth, Mayo, Roscommon, Tipperary, Tyrone and Westmeath). He has also completed sixteen full EIS ecology chapters for proposed wind energy developments as well as AA scoping/NIS where relevant. In addition, he has wide experience with other types of development, including port extension within SPA (birds, Otter, cetaceans, seals), ferry crossings, roads, electricity powerlines, drainage schemes, water schemes, pipelines and buildings development.

Proposed Role	Ornithologist/Ecologist
Qualifications	<ul style="list-style-type: none"> • NUI Galway, Dept. of Earth and Ocean Sciences. • Diploma (Part-time) Geology. (2006-2008) • Loughborough University, Dept. of Chemical Engineering. • PhD thesis (1997): ' <ul style="list-style-type: none"> • University of Manchester Institute of Science and Technology, Dept. of Chemical Engineering & Dept. of Biochemistry and Applied Molecular Biology. MSc. Bioreactor Systems (Biotechnology) • University of Bristol, Dept. of Botany. • BSc. (HONS) Botany.
Years of Experience	11
Relevant Experience	<ul style="list-style-type: none"> • Has worked on ecological/environmental assessments at more than 50 proposed wind energy development sites in 16 Irish counties (Cavan, Clare, Cork, Donegal, Galway, Kerry, Laois, Leitrim, Limerick, Longford, Louth, Mayo, Roscommon, Tipperary, Tyrone and Westmeath). • Completed sixteen full EIS ecology chapters for proposed wind energy developments as well as AA scoping/NIS where relevant. • Experience with other types of development, including port extension within SPA (birds, Otter, cetaceans, seals), ferry crossings, roads, electricity powerlines, drainage schemes, water schemes, pipelines and buildings development.
Practical Skills and Aptitudes	<p>BIRD WORK EXPERIENCE AND SKILLS</p> <ul style="list-style-type: none"> • Vantage point surveys for birds at wind farm sites, including raptors (Hen Harrier, Golden Eagle, White-tailed Eagle, Common Buzzard, Peregrine, Kestrel, Merlin and Sparrowhawk) and waders/other waterbirds (Golden Plover, Lapwing, Curlew and other waders, Greylag Goose, Greenland White-fronted Goose and Whooper Swan). Collision risk modelling. • Transect surveys for breeding birds (Countryside Bird Survey-type surveys) and upland waders (Golden Plover, Snipe, Curlew etc.). • Licensed tape luring surveys for Red Grouse. • Specialist surveys for breeding Merlin and Hen Harrier winter roosts; Heronry nest count survey; Kingfisher and Dipper surveys; breeding Woodcock surveys. • Surveys of wintering wildfowl and other waterbirds at lakes and other wetland sites. • Experience of Golden Eagle, Hen Harrier, Peregrine, Merlin, Golden Plover, Curlew, Snipe, Redshank, Ringed Plover, Red Grouse,

Whooper Swan, Greylag Goose, Greenland White-fronted Goose and Chough at, or in the vicinity of, proposed wind farm sites.

- Assessment of impacts and recommendation of mitigation measures. Habitat management as mitigation for avoidance by Hen Harrier of areas adjacent to wind turbines.
- Post-construction monitoring and design of corpse-searching monitoring regimes.

BAT WORK EXPERIENCE AND SKILLS

- Bat surveys for wind developments in Cos. Clare, Cork, Galway, Kerry, Limerick, Longford, Mayo, Roscommon and Tipperary. This work has included assessment of sites for likely bat usage, bat activity surveys using heterodyne and time expansion equipment (and the live recording of bats) and the use of static bat recording devices positioned at proposed wind energy sites. Assessment of impacts and recommendation of mitigation measures.
- Assessment of bridges for bats in Cos. Donegal and Galway, including assessments for bridges to be repaired/strengthened to facilitate the construction of wind energy developments.
- Experienced bat worker, including echolocation survey work, demolition and tree felling supervision, bat box monitoring, roost counts etc.
- Scientific agent for a number of bat derogation licences.
- Holder of a general bat handling licence (DoAHG) from 2005 to present.
- Member of the Heritage Council bat panel (Buildings At Risk & Traditional Farm Buildings schemes).
- Experienced with SM3BAT, SM2+, Anabat Express and Anabat SD2 and time expansion recording and analysis.

HABITATS/BOTANICAL EXPERIENCE

- Qualified (BSc level) botanist experience in surveys of vascular plants and bryophytes.
- Experienced in the mapping of habitats and habitat assessment of sites of elements of proposed developments, including more than a dozen wind farm sites.
- Experience of initial habitat mapping of wind farm sites from aerial photographs, followed-up by ground-truthing on site. GIS mapping of habitats on wind farm sites.
- Production of ecological constraints maps, assessment of impacts and recommendation of mitigation measures.

OTHER EXPERIENCE

- Experience of surveys for Freshwater Pearl Mussel, Marsh Fritillary and Kerry Slug at wind farm sites in Ireland.
- Practical experience of aquatic macroinvertebrate survey for Q-value evaluation in water bodies at or near to proposed wind energy development sites.
- Mammal surveys at wind energy sites for Badger, Otter etc.
- White-clawed Crayfish surveys for instream works.

Management/Supervision

Self-motivated

Working with People & Communication Skills	Extensive experience in successful dealings with statutory ecological consultees including NPWS and Fisheries Boards, usually regarding sensitive ecological sites
Licenses Held	<p>National Parks and Wildlife Licences (under Section 35 of the Wildlife Act, 1976 - as amended)</p> <p>Tape lure for Red Grouse</p> <ul style="list-style-type: none"> • C06/2009 Shanakeever, Co. Galway & Slievecallan, Co. Clare. • C08/2009 Corraun, Co. Mayo. • C06/2010 Various sites in Cos. Galway and Clare. • C04/2012 Sites in Cos. Donegal and Leitrim. • 003/2013 Three sites in Co. Mayo. • 013/2013 Two sites in Co. Kerry and one site in Co. Galway. • 008/2014 One site in Co. Donegal. • 015/2015 One site in Co. Cavan. <p>National Parks and Wildlife Licences (under Sections 22, 23 and 43 of the Wildlife Act, 1976 - as amended)</p> <ul style="list-style-type: none"> • Bats- Personal licence (all species, to capture by hand or with handnet) • C86/2005 Rol jurisdiction • C10/2006 Rol jurisdiction • C02/2007 Rol jurisdiction • C65/2008 Rol jurisdiction • C09/2009 Rol jurisdiction • C88/2010 Rol jurisdiction • C118/2011 Rol jurisdiction • C144/2013 Rol jurisdiction • C138/2015 Rol jurisdiction <p>National Parks and Wildlife Licences (under Sections 22, 23 and 43 of the Wildlife Act, 1976 - as amended)</p> <ul style="list-style-type: none"> • Multiple licences for the trapping of White-clawed Crayfish and surveys of Freshwater Pearl Mussel. <p>Electrofishing Authorisation (under Section 18 and the second schedule of the Fisheries Act, 1980)</p> <ul style="list-style-type: none"> • Western Regional Fisheries Board- River Clarin, Athenry, Co. Galway June-August 2005.
Physical / Other	<ul style="list-style-type: none"> • Full Clean Drivers Licence • Safe Pass Certificate

Donnacha Mc Geever

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Lough Derg View Cottage, Derrycastle, Ballina, Co. Tipperary, Ireland

EDUCATION

Tralee Institute of Technology	2014-Present
Bachelor's in Wildlife Biology	
St. Annes Community College Co. Clare	2008-2013
Leaving Cert points: 400	

WORK EXPERIENCE

Lakeside Leisure Centre – Head Swim Coach and Lifeguard	2012-Current
<ul style="list-style-type: none">• Taught beginners of all ages to swim, from toddlers to adults.• Coached competitive swimmers of all levels. Coached swimmers who qualified for national champs and adults who completed Iron Man Triathlons.• Managed and organised the busy pool classes schedule and assigned swimmers to classes based on personal judgement of their ability.	
Sheep and Poultry Farm Worker	2012-Current
<ul style="list-style-type: none">• Reared chickens, ducks, turkeys, rabbits, lambs, cats and dogs at a homestead.• Woke at 7am daily to feed all animals. Collected eggs and cleaned houses.• Constructed and repaired fences and henhouses.• Regularly inspected health of animals. Administered medicine when advised by veterinarian.	

WILDLIFE BIOLOGY PROJECTS

Quadrate and Line Transect Survey

- Used navigation and surveying skills to survey upland and woodland habitats across changing gradients.
- Searched many types of difficult terrain for all animals present.
- Identified and catalogued all species.
- Achieved an A grade, the highest in my class.

The Effect of Fluctuating Tides on Breeding Patterns of Migratory Birds

- Self-conceived and self-proposed research project.
- Objective of paper is to investigate whether abnormally close moon position will inhibit the mating/nesting process of sea birds due to sustained high tides.
- The project will involve utilizing all of the surveying and navigation skills learned in college.

KEY SKILLS

Mountain Rescue First Aid

- Certified to be the first responder in all-terrain all-weather medical emergencies.
- Trained to treat injuries and care for patients trapped in isolated locations in temperature extremes, where emergency services may not be readily available.

Mountain Skills Level 1 and 2

- Trained extensively in navigation for both day and night expeditions.
- Learned how to read maps and use compass, and be safe at all times.
- Trained to tackle steep inclines, pace correctly and learned timekeeping skills.
- Trained to minimally impact the natural environment.

Interpersonal

- Proficient in speaking Spanish and Irish.
- Excellent communication, presentation and personal interaction skills due to constant presentations and meetings with senior lecturers.
- Strong team skills developed through team sports and continuous project work. Natural leadership skills.

Other Skills

Certified Pool Lifeguard, Driver's License holder, Power Boat Driver's License holder.

CLUBS AND SOCIETIES

Tralee Institute of Technology Bird Watching Club – Creator and Chairperson

- Created the first-ever bird watching club in ITT and hold position of chairman.
- Achieved funding from the clubs and societies body of the college.
- Regularly organise field trips and the purchase of new equipment.
- Number of members consistently growing each week.

SPORTS AND HOBBIES

- Irish Age Group Swimming National Champion.
- Multiple triathlon category winner and regular open water swimmer.
- Regularly hike and camp in mountains and national parks in Ireland.
- Bird-watching and botany enthusiast.

VOLUNTEER WORK

Swim Ireland Time Keeper

- Regularly act as a timekeeper at Special Olympic swimming competitions in Limerick.
- Use electronic stopwatch to record the race times of competitors.

REFEREE

Mr. Kilian Kelly
Lecturer (Wildlife Biology)
Institute of Technology Tralee
Co. Kerry

Email: kilian.kelly@staff.ittralee.ie

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Harry Hussey is an assistant ornithologist at McCarthy Keville O'Sullivan, Planning & Environmental Consultants, with 17 years of experience in systematic bird surveying and experience in professional EIA work since 2004. He has watched birds for at least 26 years, and travelled widely throughout Ireland and further afield, gaining valuable experience of a wide range of species. Most notably, he has contributed to various national raptor surveys, including Hen Harrier (twice), Peregrine and Common Buzzard surveys, in addition to contributing heavily to the most recent Bird Atlas fieldwork and also monitoring sites for the I-WeBS counts. Professionally, he has carried out fieldwork in Ireland, Scotland and northern England, as well as volunteering at a raptor migration watchpoint in Israel. He has been a voting member of the Irish Rare Birds Committee since 2011, and was formerly part of the editorial team of the Cork Bird Report.

Proposed Role	Assistant Ornithologist
Qualifications	BSc (General), University College Cork (1995).
Years of Experience	Six years of experience in various projects in Ireland, Scotland and northern England including wind farm and related energy projects, as well as a period of voluntary work counting migrating raptors in Israel.
Relevant Experience	<ul style="list-style-type: none">• Field Ornithologist on a subcontractor basis – Inis Environmental Consultants Ltd., Co. Clare (2016). Subcontracted to undertake bird surveys as part of a proposed windfarm EIA during spring and summer 2016.• Volunteer raptor counter – Israel Ornithological Centre (2012). Was part of the team monitoring southward passage of raptors, storks and pelicans over the Bet Shean valley during autumn 2012.• Bird Atlas surveyor – BirdWatch Ireland (2011). Was subcontracted to cover some outstanding 10km squares to timed tetrad visit level during the winter and breeding seasons towards the end of the fieldwork period, in 2011.• Joint leader of birdwatching excursions – Met participants at Ringaskiddy in June 2009 coming off of a cruise liner and organized a birdwatching itinerary, helped to show them birds and took any requests into account.• Field Ornithologist on a subcontractor basis – Undertook some bird surveys as part of a proposed windfarm EIA during summer 2006.• Field Ornithologist on a subcontractor basis – West Coast Energy Ltd., Edinburgh (2005). Subcontracted for two months to the Edinburgh office to undertake bird surveys at various sites in northern England and Scotland as part of proposed windfarm EIAs during summer 2005.• Field Ornithologist on a subcontractor basis – Undertook some bird surveys as part of a proposed windfarm EIA during spring and summer 2004.

Practical Skills and Aptitudes	<ul style="list-style-type: none"> • Over 25 years of experience observing birds, both throughout Ireland and further afield, with field experience of hundreds of bird species and a keen aptitude for, and interest in, all aspects of bird identification. • Overall responsibility for quality control of EIS, Landscape, Waste and Monitoring reports and mapping produced by company • Proficient in use of MS Office programs, GIS Mapping Software and Adobe Photoshop
Management/Supervision	<ul style="list-style-type: none"> • Has experience of using initiative when plotting routes for birdwatching tours, making changes based on conditions on the ground.
Working with People & Communication Skills	<ul style="list-style-type: none"> • Voting member of the Irish Rare Birds Committee since 2011, and has extensive experience of communicating his own thoughts in a constructive manner. • Effective and clear communicator • Formerly on the editorial committee of the Cork Bird Report. • Formerly the P.R.O. of the Cork branch of BirdWatch Ireland. • Has co-presented a talk at the Tawas Birding Festival (Michigan) in 2012 • Co-lead a short tour of bird sites in east Cork for interested parties whose liner had docked at Ringaskiddy, making sure that everyone was satisfied and dealing with any requests made. • Significant experience in writing, editing and reviewing various short notes and papers, and in proof-reading reports and papers • Have effectively collaborated with others in writing papers
Licenses/Certs	<ul style="list-style-type: none"> • SafePass
Physical / Other	<ul style="list-style-type: none"> • Proven ability to systematically make precise field observations and then to translate that into raw data and collate said data. Also a proven ability to work as a member of a team.

CURRICULUM VITAE

JOE KELLY



With a degree in Wildlife Biology and Environmental science and recently qualified with a Diploma in Management & QA Engineering. Joe is a hard-working mature individual with experience across a variety of sectors both public and private. Joe is a lifelong birdwatcher with excellent bird identification skills and a wide range of bird survey experience. Flexible & reliable Joe works well as part of a team or as an individual. Joe is willing to learn and is constantly adding new skills to his repertoire.

Current Role	Assistant Ornithologist
Qualifications	<ul style="list-style-type: none">• NFQ Level 8 in Quality Engineering UL 2015.• IBEC: Diploma in Management DIT 2015.• BS hons: Wildlife Biology & Environmental Science Tralee IT 2012.
Years of Experience	<ul style="list-style-type: none">• 10 years' experience working in ecology in both private and public sectors in voluntary, part time and full time positions.
Relevant Experience	<ul style="list-style-type: none">• 2013: Coillte; Worked on data collection of Hen Harrier and freshwater pearl mussel zones in BAU 8 Co Kerry, using GIS & Mapviewer.• 2010: Golden Eagle Trust. Work placement, tracking and monitoring the movement of White-tailed Eagles. Also, worked on the 2010 Hen Harrier Survey.• Birdwatch Ireland: Multiple years of experience working as a surveyor and field worker.• McCarthy Keville O'Sullivan: Six months of intensive ornithological works across multiple survey types and sites as a surveyor.
Practical Skills and Aptitudes	<ul style="list-style-type: none">• Carried out numerous ornithological surveys as part of McCarthy Keville O'Sullivan encompassing waterfowl surveys, vantage point watches, dedicated raptor watches and breeding walkover surveys.• Specialised in raptor surveys including survey for roost site selection and diet of white-tailed sea eagle.• Extensive experience in creation of data sets and GIS as part of projects with Coillte, the Golden Eagle Trust and as part of McCarthy Keville O'Sullivan.
Management/Supervision	<ul style="list-style-type: none">• Organised and co-ordinated guided nature walks as part of the NPWS.
Interpersonal & Communication Skills	<ul style="list-style-type: none">• Strong interpersonal skills.• Extensive experience in communicating with the public and presenting information to large groups.• Good written and verbal communication skills.
Licenses Held	<ul style="list-style-type: none">• Full clean driving license.
Physical / Other	<ul style="list-style-type: none">• Outdoor leadership skills.• Rescue emergency first aid for outdoor and CPR.• Leave no trace, Trainer course, KNP.

Kate Bismilla BSc
32 Castle View Road, Clondalkin, Dublin 22, Ireland
Email: kate.bismilla@gmail.com
Mobile: 086 2077912

EDUCATION

2010 – 2014: BSc (Hons) Wildlife Biology, Institute of Technology Tralee. Result: 2.1.

Research Project: Baseline biodiversity study of Corkagh Park, Clondalkin, Dublin 22

2004 – 2010: Leaving Certificate, Coláiste Bride, Clondalkin, Dublin 22, Ireland. 415 points out of 600.

PROFESSIONAL EXPERIENCE

June 2017 – August 2017: Ornithologist, Operation Wallacea, Cusuco National Park, Honduras

Carried out daily point count surveys along pre-defined transects in tropical cloud forest. Supervised and trained school and university students in survey techniques and bird identification skills.

April 2017 – May 2017: Ornithologist, McCarthy Keville O’Sullivan, Co. Donegal

Sub-contracted to carry out vantage point surveys, adapted Brown and Shepherd surveys and breeding raptor surveys for a number of proposed wind farms in Co. Donegal. Completed data entry.

February 2017 – March 2017: Ornithologist, Scott Cawley Ltd., Co. Dublin

Sub-contracted to carry out overwintering Brent Goose surveys at inland feeding sites across Dublin.

November 2015 – February 2017: Consultant Ecologist, Scott Cawley Ltd., Co. Dublin

- Carrying out a broad range of specialist ecological surveys and monitoring
- Breeding bird & overwintering bird surveys (point count, transect line and vantage point methodologies); Habitat classification and mapping (phase I habitat surveys and use of NVC system for identification of Annex I habitats); assessing habitats for signs of usage by protected/red-listed fauna species and potential to hold these species; bat activity and bat roost characterization surveys; Badger, Otter, breeding amphibians and White-clawed Crayfish surveys; freshwater kick sampling and Q value analysis.
- Producing Appropriate Assessment Screening reports and Ecological Impact Assessment reports for a range of development types such as industrial and small-scale residential/mixed use projects.
- Inputting and analysing data and producing digital maps using specialist software (ArcGIS and QGIS).
- Consultation with relevant agencies including NPWS, IFI and county councils.
- Liaison with clients and landowners. Management of sub-contractors and project budgets.
- Carried out extensive breeding bird surveys for an Irish Water pipeline development in Co. Dublin as well as for numerous Ecological Impact Assessments across Ireland.
- Carried out extensive Badger surveys for the Galway City Ring Road Development.
- Carried out extensive Otter surveys for an Irish Water pipeline development in Co. Donegal.

May 2015 – October 2015: Conservation Support Intern, BirdWatch Ireland, Co. Offaly

Breeding Waders

Carried out surveys and monitored breeding waders at key sites in the Shannon Callows with the aim of assessing population levels and breeding success. Practical Habitat management: monitored and assisted in the ongoing maintenance of a predator proof fence operational at a key site, including management and coordination of a team of volunteers. Assisted in trialing the new pilot breeding wader Results Based Agri-Environment Payment Scheme (RBAPS) being developed and trialed in the Shannon Callows (2015-2018). Delivery of NPWS Breeding Wader Farm Plans and Grant Scheme: monitored landowner compliance with the prescriptions of the plans and scheme; provided an advisory service for farmers participating in the scheme, including one to one visits and phone calls to ensure that breeding sites were being effectively managed.

Swifts

Carried out extensive Swift surveys (using point count methodology) at OPW heritage sites across Ireland to locate breeding sites; tasked with writing the 'OPW Swift Survey Report 2015', which included producing digitized maps of Swift nest site locations; and provided project information and training to OPWS staff. Assisted with Swift workshops to engage volunteers and encourage support for the National Swift Survey 2015.

April 2013 – May 2013: Work experience in the National Botanic Gardens

Assistant in the herbarium: Cataloging specimens, data management using Excel, species identification (flowering plants and grasses).

VOLUNTARY WORK

- **September 2017 – present: Bull Island Volunteer Programme**
Promoting the ecological, cultural, and educational values of North Bull Island to fellow visitors, and assisting in the management of responsible outdoor recreation. Will be guiding a birdwatching event for the public this month
 - **September 2015 – present: BirdWatch Ireland**
Volunteer surveyor for IWeBS in South Dublin Bay
 - **Summer 2016: Clondalkin Tidy Towns/BirdWatch Ireland**
Swift surveys in Clondalkin village to identify nest site locations
 - **Summer 2016: National Biodiversity Data Centre**
Volunteer surveyor for the 2016 Citizen Science Plant Monitoring Scheme
 - **November 2015: Irish Peatland Conservation Council (IPCC)**
Pond dipping surveys in Lullymore West Bog, Co. Kildare
 - **October 2015:** Gave a presentation on endangered species to a group of Junior Certificate Student's in Salesians College, Celbridge.
 - **March 2015 – July 2015: Golden Eagle Trust, Irish Raptor Study Group & BirdWatch Ireland**
Volunteer field worker for The 2015 National Survey of Breeding Hen Harrier in Ireland
 - **May 2015 – August 2015: BirdWatch Ireland**
Assisted the wardens at The Kilcoole Little Tern Conservation Project, Birdwatch Ireland.
 - **May 2015: BirdWatch Ireland**
Habitat management: maintenance work on a predator proof fence protecting rare breeding waders on Inishee Island in the Shannon Callows, Co. Offaly
 - **March 2015: The Irish Wildlife Trust**
Habitat construction: tree planting in Co. Offaly
 - **November 2014 – February 2015: Dublin City Council/BirdWatch Ireland**
Volunteer surveyor for the Garden Bird Survey in Herbert Park, Dublin
 - **October 2014: Wicklow National Park**
Volunteered on many occasions for the Education Center (habitat management, informing the public, helping out with primary school trips to the park)
 - **October 2014: BirdWatch Ireland**
Maintenance work at East Coast Nature Reserve
-

FURTHER TRAINING

Attended the following workshops held by the National Biodiversity Data Centre: Mammal tracking, Fungi identification, Identifying Ireland's ladybirds, Winter tree and shrub identification, Grass identification, Sedges and Rushes identification, Vegetation ecotopes of raised bogs. Completed a 2 day course on QGIS held by CIEEM. Completed 2 day training held by ADAS UK Ltd on the protocols for monitoring the GLAS agri-environment scheme.

INTERESTS AND ACHIEVEMENTS

I am a very active person, I love being in the outdoors and I'm passionate about wildlife. I enjoy hillwalking (completed Mountain Skills 1 & 2), birdwatching, yoga and running.

REFERENCES Available on request

PADRAIG CREGG



Padraig Cregg is a Project Ecologist at McCarthy Keville O'Sullivan. Padraig attended National University of Ireland, Galway (NUIG) where he completed a BSc (Hons) in Zoology, he also holds an MSc in Evolutionary and Behavioural Ecology from the University of Exeter. Prior to joining the company Padraig worked as a Consultant Ornithologist for the Scottish company Energised Environments Ltd. Padraig has four years of ornithological surveying experience on a wide range of both research and commercial projects. His experience has included working as an ornithologist for a diverse array of organisations including BirdWatch Ireland, The University of Exeter and UK environmental consultancies

Proposed Role	Project Ecologist
Qualifications	B.Sc. (Zoology) (2007) National University of Ireland, Galway M.Sc. (Evolutionary and Behavioural Ecology) (2008) University of Exeter Associate Membership, Institute of Environmental and Ecological Management (ACIEEM)
Years of Experience	Four years, post-graduation, experience as ornithologist and ecologist
Relevant Experience	<ul style="list-style-type: none"> • Currently involved in the co-ordinating of the ornithological components of over 4 Wind Farm projects nationwide at various stages including pre-planning, EISs, Appeals, Pre-commencement and condition compliance, construction and post-construction stages. Project Ecologist conducting ornithological surveys across all qualifying sites and overseeing the field work of two field surveyors. • Consultant ornithologist; 2013-2015, tasked with conducting field surveys to assess the flight activity of avian communities on 8 proposed wind farm developments. Avian species with which I have surveying experience includes but is not limited to: black grouse, red grouse, golden eagle, hen harrier, osprey, peregrine falcon, merlin, red kite, barn owl, long-eared owl, short-eared owl, black and red throated diver and waders (various). • Ornithologist; 2012-2013, while working as part of the both the Ornithology and Ecology team Padraig supported a diverse range of projects across a number of sectors within the UK for both private and public sector clients. Surveys conducted included a diverse array of ornithological surveys, Bat emergence and transect surveys, Otter scat and prey remains surveys, Badger sett survey, Pine Martin scat survey and Reptile visual survey and JNCC Habitat Phase 1 survey. • Project examples: A catalogue of ornithological surveys (as above) for 10 wind farm developments across Scotland. Bat spp. transects and emergence, Water Vole, Otter and Badger surveys for 10 wind farm developments across Scotland. Bat spp. emergence survey for building renewal construction in Edinburgh, Scotland. Bat spp. transects survey and Reptile visual survey for motorway underpass works in Newcastle, England.
Practical Skills and Aptitudes	<ul style="list-style-type: none"> • Four years ornithological experience with three years environmental consultancy experience, with an emphasis on ornithology. • Proficient in use of MS Office programs, GIS Mapping Software • Expert ornithological identification skills. • Mammal Identification (Field tested WSP Environmental Ltd) • Bat Detector (Field tested WSP Environmental Ltd) • JNCC Habitat Phase 1 Surveying (Field tested WSP Environmental Ltd)

Management/Supervision	<ul style="list-style-type: none"> • Oversee and act as QC for field surveyors during summer season 2014 and 2015. • Project Coordinator for Kestrel population survey in Offaly 2012. • Accustomed to working effectively as part of larger multidisciplinary project teams
Working with People & Communication Skills	<ul style="list-style-type: none"> • Experience of coordinating field staff for ornithological works at over 12 wind farm sites throughout the country and in Scotland. • Extensive experience in successful dealings with statutory ecological consultees including NPWS, SNH and Fisheries Boards, usually regarding sensitive ecological sites • Significant experience in designing survey approaches to sensitive ecological sites between client and ecological consultees. • Experience in presenting at seminars for the public on environmental educational issues.
Licenses Held	<ul style="list-style-type: none"> • Wildlife Act Section 35 for Red Grouse tape lure survey 2015. • 2013 and 2014 license holder for the surveying of Schedule 1 bird species listed on the Wildlife and Countryside Act in Scotland.
Physical / Other	<ul style="list-style-type: none"> • Full Clean Driving Licence

Curriculum Vitae

Rob Wheeldon, MSc

Skills

Survey & monitoring experience

- Birds: Vantage Points, Transects, Roost Counts, Waterbird Mapping, Point counts, WeBS;
- Bats: Roost counts, Transects;
- Invertebrates: Butterfly transects, Moth trapping;
- Vegetation surveys;
- Wide experience for Wind Farm projects (onshore & offshore) & electricity cables.

Species identification & observation skills

Possessing a comprehensive knowledge of bird identification with a wide set of survey skills, both in breeding & winter capacities. Coastal and upland species have been the most extensively surveyed including Hen Harrier, Merlin, Curlew, Brent Goose & Whooper Swan. Also good identification skills for plants, mammals, reptiles & insects.

Nature reserve warden experience

Based at five UK nature reserves while obtaining skills in habitat management and the logistics involved in running a reserve. Possessing a good variety of practical conservation skills and species monitoring and protection experience.

Full, clean driving licence

Education & Qualifications

2001 – 2002	M.Sc. Biological Diversity – High pass. University of Plymouth
1998 – 2001	BSc Zoology – 2:1 (68.4%). University of Wales – Aberystwyth
1996 – 1998	3 A-levels – Biology (C), Chemistry (D), Computer Science (E), Achievement test in numeracy – Level 3 (70 %). Burton College, Burton on Trent, Staffordshire.
1991 – 1996	10 GCSE'S including IT. (B), English (C), Science – double award (C, C), Maths (D). John Port secondary school, Etwall, Derbyshire.

Employment history

EcoAudit: Ecological Contractor.

- Wetland Surveys Ireland: Raised bog VPs and transects in Offaly. April '17 – Present
- McCarthy Keville O'Sullivan Ltd: Upland VPs, transects, wildfowl counts & roost surveys in Donegal. June '14 – Present.
- Wetland Surveys Ireland: Whooper Swan surveys for a pylon line in Cavan/Monaghan. Jan-April '16, Oct '16 – March '17.
- Woodrow Environmental Consultants: Upland & Coastal VPs & transects for birds & bats in Donegal & N. Ireland. May – Feb '16 – Present.
- Birdwatch Ireland: Curlew surveys on raised bogs in Leitrim. May-June '14, '15 & '16.
- Wetland Surveys Ireland: Upland Curlew surveys in Antrim. June '14.
- Wetland Surveys Ireland: Upland wildfowl VPs & transects. Sept '13 – August '14.
- Natura Consultants: Wildfowl, wader & raptor VPs in Laois for the Energy Bridge project. Feb '13 – August '13.
- Wetland Surveys Ireland: Upland wildfowl VPs for sites on Inishowen. Oct '12 – March '13.
- Ace Surveyors: Offshore wildfowl VPs in N. Ireland: Oct – Nov '12.
- NPWS: Monitoring of breeding Red-throated Divers. May – Sept '12.
- NPWS: NIS for Red Grouse management on Cuilcagh-Anieran Uplands SAC. Nov – Dec '11.
- Birdwatch Ireland: Estuarine waterbird usage mapping in Sligo & Mayo. Sept '10 – Feb '11.
- Birdwatch Ireland: Bird Atlas tetrads and roving surveys. April '10 – July '11.
- Alba Ecology: VPs for post construction monitoring. June '10.

Birdwatch Ireland: Blanket Bog Restoration Officer. October '17- Present

Birdwatch Ireland: Bird Atlas Professional Fieldworker. Nov. '07 – March '10.

Birdwatch Ireland: IBA Officer. Aug – Sept '09.

Norfolk Wildlife Trust: North Coast Seasonal Warden. April. Sept '05 – '07.

Norfolk Wildlife Trust: West Norfolk Heaths & Fens Assistant Warden. Oct – Dec '06.

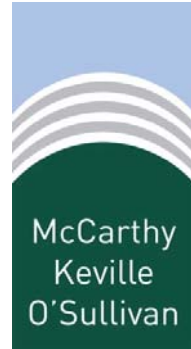
National Trust, Farne Islands: Seasonal warden. April – Sept '04.

RSPB: Project Research Assistant, April – June '03.



CURRICULUM VITAE

Tom Ryan



Tom Ryan is an Assistant Ornithologist with McCarthy O'Sullivan Ltd. with extensive practical experience in field research. Tom holds a BSc (Hons) in Environmental & Natural Resource Management. Prior to taking up his position with McCarthy Keville O'Sullivan in September 2016, Tom worked as part of the Wildlife Unit of the Department of Agriculture as part of his degree. Tom has taken part in voluntary bird surveys as well as ongoing recording of mammal species. Tom's key strengths and areas of expertise are in bird ecology & identification, GIS, project planning, mammal ecology & identification and fieldwork skills. Since joining MKO Tom has been involved as an Ornithologist on several wind energy developments, utilising a broad range of bird survey methodologies including breeding raptor, adapted brown & shepard and waterfowl distribution. Tom is also part of a team of bird usage surveyors working on the Shannon/Fergus Estuary. Within MKO Tom plays an important role as part of the Ornithology team, working independently and planning field surveys in accordance with required standards. Tom has managed the ornithological surveying at wind energy developments, engaging with sub-contractors and management.

Current Role	Assistant Ornithologist
Qualifications	BSc (Hons.) Environmental & Natural Resource Management (2016)
Years of Experience	Assistant Ornithologist with MKO, commencing in September 2016. Recent graduate with excellent research and technical skills. Previous professional experience in field research work and voluntary bird surveying. Extensive research involving terrestrial mammal species as part of third level degree.
Relevant Experience	<p>Assistant Ornithologist MKO 2016 – Present</p> <ul style="list-style-type: none"> • Breeding Walkover Surveys (Brown & Shepard) • Breeding Raptor • Waterfowl Distribution • Vantage Point <p>Dissertation 2014 – 2016 Seasonal dietary analysis of the pine marten (<i>Martes martes</i>)</p> <ul style="list-style-type: none"> • Extensive sample collection and fieldwork • GIS mapping • Statistical analysis <p>Department of Agriculture Food and the Marine – Wildlife Unit (2015) Student Work Placement – Badger Vaccination Programme</p> <ul style="list-style-type: none"> • Worked in the field as part of the badger vaccination team. • TB eradication process training following strict standard operating procedures. • Used maps for locating badger setts. • Surveying badger setts and ranking in terms of activity levels. • Observation of treatment of badgers by veterinary team. • Regional veterinary laboratory observing disease inspection procedures.
Practical Skills and Aptitudes	<ul style="list-style-type: none"> • Planning and carrying out ornithological surveys • Working Independently and effectively in the field • Planning surveys with sub-contractors and management • Data presentation • Mapping • Adhering to required guidelines and SOP's on bird survey methodologies

Management/ Supervision	<ul style="list-style-type: none"> • Management of all bird surveys carried out on site • Demonstrated ability to manage workload and plan surveys based on own initiative
Interpersonal & Communication Skills	<ul style="list-style-type: none"> • Extensive dealings with ecology team in planning of bird survey work and standard operating procedures • Effective and clear communicator • Proven ability to manage extensive survey requirements and collation of data upon completion • Planning surveys with team members and sub-contractors
Licenses Held	<ul style="list-style-type: none"> • Full Clean Driving Licence • Safe Pass
Physical / Other	Ability to plan and organize fieldwork in line with published survey methodologies and company SOP's.