



An Roinn  
Cultúir, Oidhreachta agus Gaeltachta

Department of  
Culture, Heritage and the Gaeltacht

## **Curlew Conservation Programme: Seasonal Contracts Spring-Summer 2019**

The Eurasian Curlew is of serious conservation concern. A recent national survey commissioned by the National Parks & Wildlife Service (NPWS) of the Department of Culture, Heritage & Gaeltacht (DCHG) found drastic declines of the national breeding population of Curlews. There now remains no more than 150 pairs in the Republic of Ireland. This represents a 96% decline. Breeding productivity is so low that population viability analysis predicts that in the absence of any action, the Curlew will go extinct as a breeding species in Ireland within 5-10 years. To address this, the [Curlew Conservation Programme](#) was established in 2017, with Curlew Action Teams (CATs) based locally, working with local communities and landowners to assist Curlew breeding efforts. The National Parks & Wildlife Service are requesting tenders for the following services\* for CATs for Spring-Summer 2019

**Curlew Advisory Officer**

**Curlew Champion**

**Nest Protection Officer**

**CAT Assistant**

in each of the following areas, as displayed in Appendix 1.

Stack's Mountains, Co. Kerry

North Lough Corrib, Co. Galway/Co. Mayo

North Co. Monaghan

Lough Ree, Co. Roscommon, Co. Longford, Co. Westmeath

North Co. Roscommon / East Mayo

Mid Co. Leitrim

Co. Donegal

\*Successful applications will result in contracts to deliver specific services to the Department.

Details of each position are hereby outlined and individual applications for each of these positions should be sent either by post to Agri-Ecology Unit, National Parks & Wildlife Service 3<sup>rd</sup> Floor, Custom House, Galway or by email to [Agri.Ecology@chg.gov.ie](mailto:Agri.Ecology@chg.gov.ie) and received no later than **5pm on Tuesday 05 March 2019**.

## Curlew Advisory Officer (CAO)

### Overview

The Curlew Advisory Officer (CAO) should have a strong scientific/ecology background and have excellent interpersonal skills. The role of the CAO will be to survey for Curlews (in association with fellow team members and local NPWS as relevant) and engage local people on conservation efforts (namely through the NPWS Curlew Conservation Partnership, details of which can be found at <https://www.npws.ie/farmers-and-landowners/schemes/curlew-conservation-partnership>). The CAO will be tasked with feeding back information to the Agri-Ecology Unit in terms of administration and technical matters. A detailed description of the tasks is provided below:

### Areas (See Appendix 1)

North Co. Monaghan  
Stack's Mountains, Co. Kerry.  
Lough Ree  
North Co. Roscommon / East Mayo  
North Co. Leitrim  
Co. Donegal

### Tasks

Starting Wednesday 20 March 2019, the primary focus of the CAO shall be to provide ecological guidance on measures to be rolled out in their area as well as engaging on and overseeing actual implementation of measures. This advice shall be shared with local landowners, Curlew Action Team colleagues, local NPWS Personnel and other relevant parties. There will be an important element of public outreach to build a positive profile for Curlews in the regions and to engage locals, particularly landowners with Curlew, in efforts to secure the future of Curlews in their area. The CAO will be the link between measures on the ground and the Agri-Ecology Unit of NPWS who will be assimilating the experiences from the Curlew conservation areas, to inform the best approaches to Curlew conservation.

Category	Curlew Advisory Officer Focus
Surveys and nest finding	Surveying sites for Curlew occupancy Finding nests to enable conservation action
Advice on Curlew conservation measures	The Curlew Advisory Officer shall direct where measures are to be undertaken, using the budget available and with the consent of local landowners. The main elements are the erection of nest protection fences, predator control and the enhancement of habitat through capital works. Formal (e.g. demonstration/best practice management events) and informal (one-to-one) training and guidance shall be given to landowners involved in the scheme.
Local leadership and administration	Directing the efforts of Nest Protection Officer and Curlew Champion (and CAT assistant where relevant)  As regards administration, the Curlew Advisory Officer will :-

	<p>-engage landowners in the Curlew Conservation Partnership;          -draw up a simple management plan with participants;          -record landowner effort (in terms of actions and hours) on a weekly basis, and will certify that landowners have engaged to a requisite standard in order to draw down reimbursement.</p> <p>The CAO will also engage with the Curlew Nest Protection Officer and will record their weekly effort and results.</p>
Ecological recording	The Curlew Advisory Officer shall document in their region all locations where Curlew are feeding and nesting. This shall require appropriate survey design and techniques and use of standard recording forms. Relationships should be built locally with landowners and others, including Curlew Nest Protection Officer, local Curlew Champion, NPWS personnel, etc. A high quality report is expected at the end of the field season.
Interface with Curlew Researcher	The Curlew Advisory Officer shall provide all relevant information, including survey data to the Curlew Researcher, via the Agri-Ecology Unit of NPWS. The Curlew Advisory Officer shall be available to show the Curlew researcher any relevant locations on the ground, whether conservation efforts, nesting or foraging locations, etc. and to introduce the Curlew Researcher to local landowners involved with the Curlew Conservation Partnership
Liaison with project manager/local advisor/NPWS personnel	The Curlew Advisory Officer will report directly to the project manager in Agri-Ecology Unit. In the case of any companies securing contracts, the CAO must still report directly to the project manager in Agri-Ecology Unit. Positive and proactive engagement with landowners, regional NPWS staff and other project operatives is a requirement of the post
Liaison with landowners and public	Explaining the purpose of the Curlew conservation efforts, gaining access to lands, being courteous and respectful, operating in a non-intrusive way and building a positive profile in the local area are all requirements of the post

### Selection of Curlew Advisory Officers

A tender evaluation committee shall select one Curlew Advisory Officer for each area as advertised. In their tender, applicants are advised to clearly outline their costs, experience and expertise, in accordance with the [Curlew Action Team application form](#). The following marking criteria shall be applied in the evaluation of tenders:

Cost: 400 marks

Experience: 400 marks (minimum required 200 marks)

Qualifications appropriate to the position: 200 marks (minimum required 100 marks)

### Equipment and Logistics

The local Curlew Champion shall provide their own transport/fuel, etc. and this will be taken from the overall contract amount.

## Curlew Champion (CC)

## Overview

In order to promote the Curlew Conservation Programme locally and to engender local support for the project, the services of a local Curlew Champion will be engaged. This person will ideally be known to people in local area and will ideally have associations with the farming community; given farmers are the main stakeholders with whom the project will work. The Curlew Champion will build a positive profile for the project and animate local actors to take a proactive part in reporting Curlew locations and engage on measures to help breeding Curlews. The local Curlew Champion will also be responsible for assisting the Curlew Advisory Officer in survey work and is naturally required to document and report any Curlew activity reported or found locally. The Curlew Champion will be central to gaining the support of local people to enable a smooth operation of the scheme, including building relations between project personnel (including the local Curlew Advisory Officer, Curlew Nest Protection Officer and Curlew Action Team Assistant) and local people.

## Areas (See Appendix 1)

Stack's Mountains, Co. Kerry.

North Co. Roscommon / East Co. Mayo

Mid Co. Leitrim

## Tasks

Starting Wednesday 20 March 2019, the primary focus of the Curlew Champion will be to form close relationships between the local community, Curlews and the Curlew Conservation Programme.

Category	Curlew Champion Focus
Team and community liaison	Forming close working relationships with project personnel, NPWS and landowners.
Disseminating information	Discussing various matters in relation to the efforts underway with locals, with a particular focus on delivering results for Curlew and passing on recommendations for wider roll-out of conservation efforts
Public Awareness and Media	Attending relevant meetings (e.g. farmer / agricultural planner meetings) and events (e.g. local shows/festivals). Undertaking at least one local radio interview in Spring 2019 and one local newspaper article in Spring 2019 (any press related material should be approved in advance by NPWS/DCHG). Establishing a local event for World Curlew Day 21 April 2019.
Assisting in smooth running of programme locally	Improving the collaborative approach and efficacy of effort by the project and landowners Bringing issues and proposed solutions brought to attention at the earliest opportunity
Building profile of programme and Curlew	Building a positive profile for the Curlew and the NPWS Curlew Conservation Programme among landowners and local community
Education	Providing information (through talks and information material) to at least five national schools and one secondary school (ideally to 5 <sup>th</sup> /6 <sup>th</sup> year students) locally

	Engraining an understanding among local landowners and community of the project and why it is of benefit to engage proactively for Curlew conservation efforts locally
Surveys	Working closely with the Curlew Advisory Officer on survey work

**Equipment and Logistics**

The local Curlew Champion shall use their own transport, etc. and this will be taken from the overall contract amount.

**Selection of Curlew Champions**

A tender evaluation committee shall select one Curlew Champion for each area as advertised. In their tender, applicants are advised to clearly outline their costs, experience and expertise, in accordance with the [Curlew Action Team application form](#). The following marking criteria shall be applied in the evaluation of tenders:

Cost: 400 marks

Experience: 400 marks (minimum required 200 marks)

Qualifications appropriate to the position: 200 marks (minimum required 100 marks)

**Curlew Nest Protection Officer (NPO)**

## Overview

The role of the Curlew Nest Protection Officer is to control and lessen the likelihood of Curlew nest/chick predation by Fox, Mink, Hooded Crow and Magpie solely in the vicinity of Curlew breeding territories (within 1km of nest sites). The Curlew Nest Protection Officer will also assist in efforts to find breeding Curlew and indeed in assembling and maintaining nest protection fences. Record keeping according to set standards is a vital part of this role. The specific tasks and deliverables of the Nest Protection Officer are outlined below.

## Areas (See Appendix 1)

Stack's Mountains, Co. Kerry.

North Lough Corrib, Co. Mayo, Co. Galway

North Co. Monaghan

North Co. Roscommon / East Co. Mayo

Mid Co. Leitrim

Co. Donegal\*

## Tasks

Starting Wednesday 20 March 2019, the primary focus of the Curlew Nest Protection Officer shall be to protect Curlew nests by use of predator proof fences and to legally trap and humanely dispatch unprotected predators within 1km of known Curlew territories.

Category	Curlew Nest Protection Officer Focus
Surveys	Surveying predators (main focus to determine hotspots/risk areas for predators) and assisting with Curlew Surveys where requested by CAO. NPOs are encouraged to discuss Curlew with landowners and locals, with a view to determining current/recent usage of lands by Curlew. Relevant information on predators and Curlew shall be recorded and provided to both the Curlew Advisory Officer and the Curlew researcher.
Nest Protection	Erecting and maintaining predator proof fences
Legally trapping and humane dispatching of unprotected predators	Controlling predators solely within 1km of known Curlew territories
Liaison with local gun clubs	Engaging with and recording supplementary efforts of other gun club members. Encouraging local gun club members involved in predator control to focus efforts in specific areas. The Curlew Nest Protection Officer should be a contact point between the project other gun club members in the area and encourage a responsible and strategic approach to predator control
Liaison with landowners and public	Explaining the purpose of the predator control efforts, gaining access to lands, being courteous and respectful, operating in a non-intrusive way and building a positive profile in the local area are all requirements of the post

Liaison with project manager/local advisor/NPWS personnel	The Curlew Nest Protection Officer will report to the project manager in Agri-Ecology Unit. Positive and proactive engagement with landowners, regional NPWS staff and other project operatives is a requirement of the post
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### **Equipment and Logistics**

The Curlew Nest Protection Officer shall be responsible for organising all equipment, including traps and ammunition and ensuring (by discussion with NPWS regional management) that all is legally sound. The Curlew Nest Protection Officer shall use their own transport/fuel, etc. and this will be taken from the overall contract amount.

### **Selection of Nest Protection Officers**

A tender evaluation committee shall select one Nest Protection Officer for each area as advertised. In their tender, applicants are advised to clearly outline their costs, experience and expertise, in accordance with the [Curlew Action Team application form](#). The following marking criteria shall be applied in the evaluation of tenders:

Cost: 400 marks

Experience: 400 marks (minimum required 200 marks)

Qualifications and licences appropriate to the position: 200 marks (minimum required 100 marks)

### **Background checks**

NPWS reserve the right to undertake background checks internally and with An Garda Síochána for any history of hunting or firearms offences, in advance of awarding contracts for nest protection services.

\* Note: For Donegal, due to geographical spread and logistics, NPWS will consider NPO tenders/contracts for either or both of mid-Donegal and Inishowen, which held just one breeding attempt each in 2018. This is for the Nest Protection Officer role only.

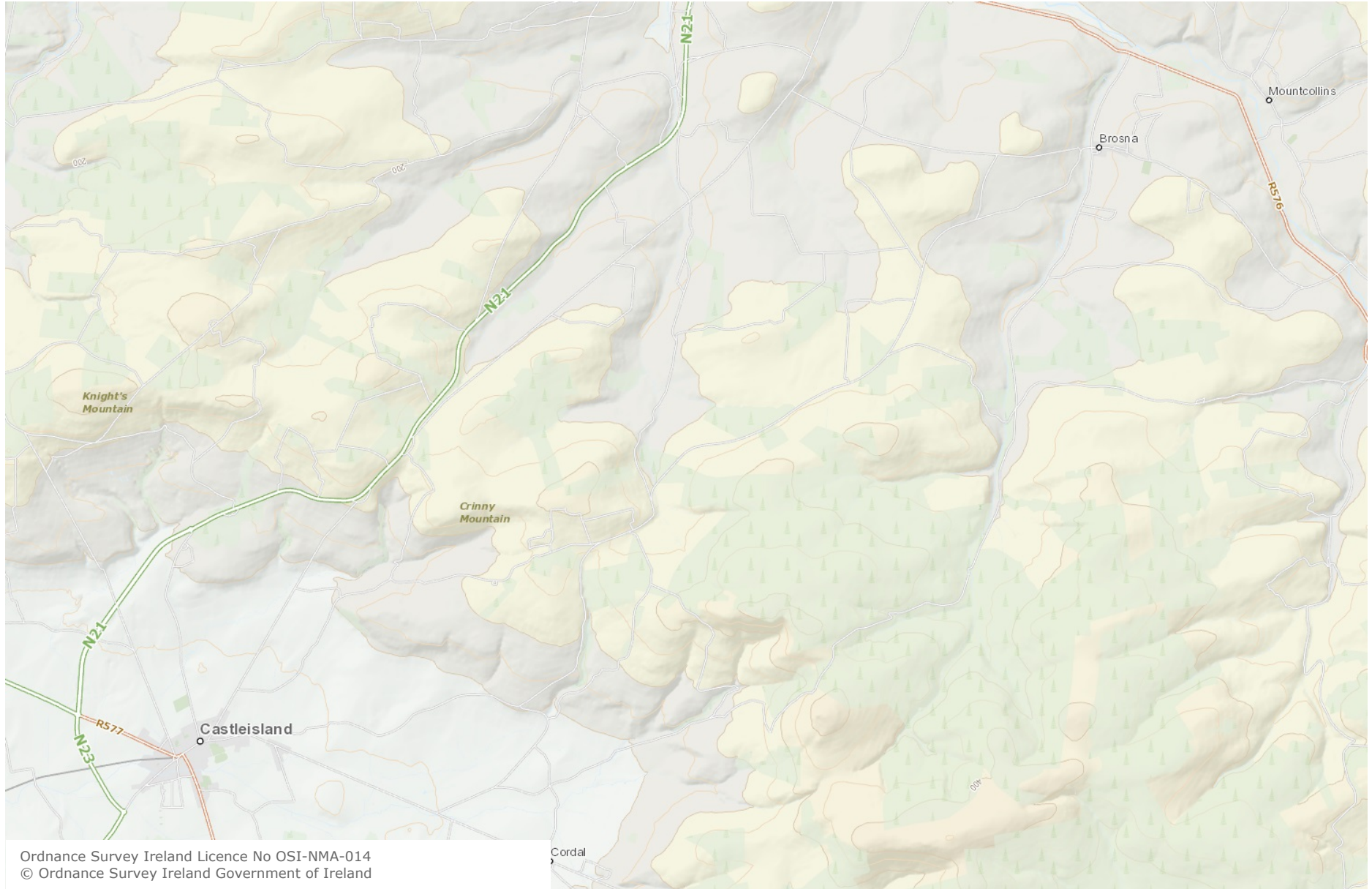
## **Curlew Action Team Assistant (CATA)**

A “CAT assistant” role is available for each area, with an emphasis on helping the local team with survey work in particular or focussing on particular elements as directed by the Curlew Advisory Officer. This role may suit persons interested in building experience and their CV in regard to nature conservation and is open to all over the age of 18.



**Appendix 1. Curlew Conservation Areas (greater detail shall be supplied to individual operatives when employed)**

# Stack's Mountains, Co. Kerry



## Lough Corrib, Co. Galway, Co. Mayo



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## Lough Ree, Co. Westmeath, Co. Roscommon, Co. Longford





## Mid Co. Leitrim

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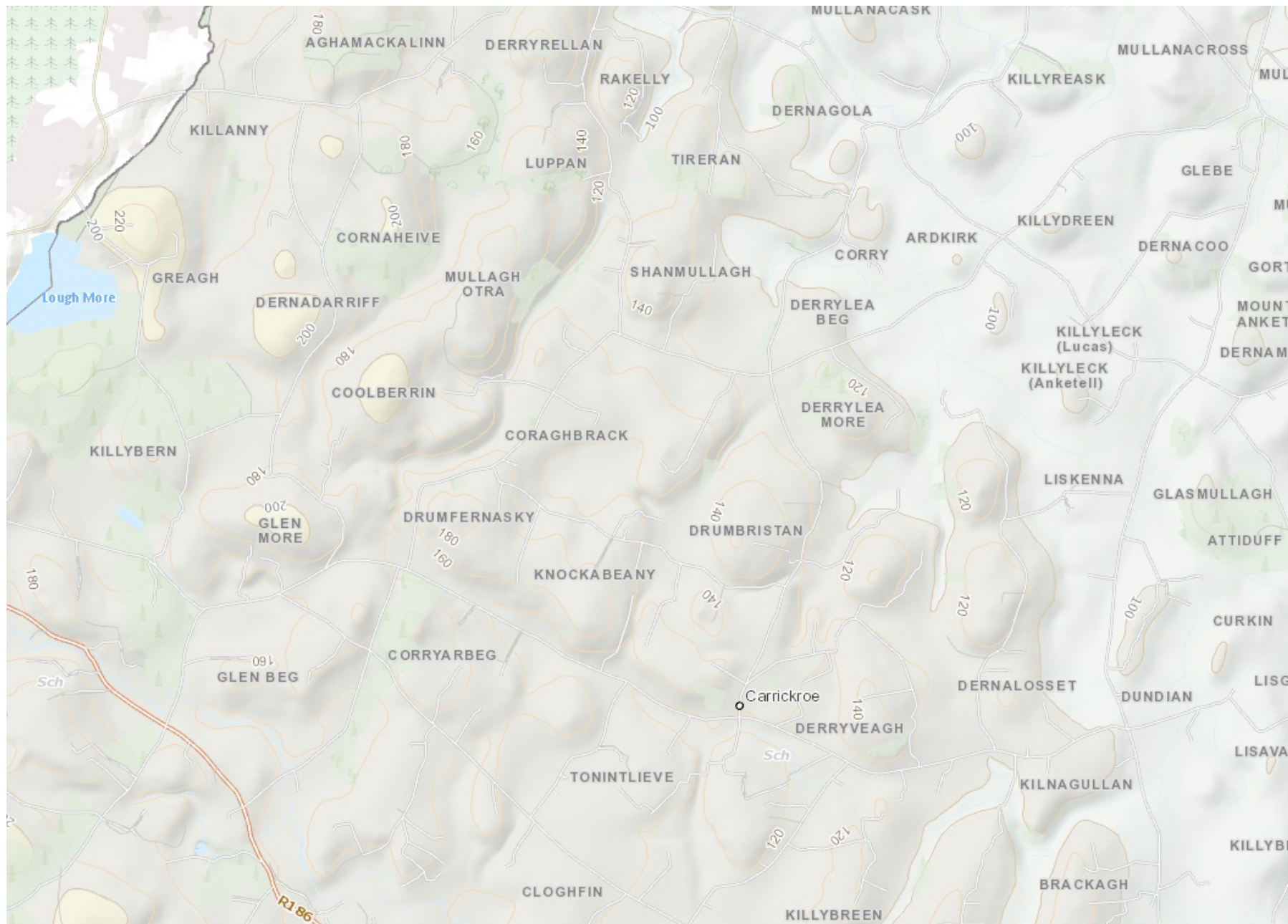


**North Roscommon / East Mayo**

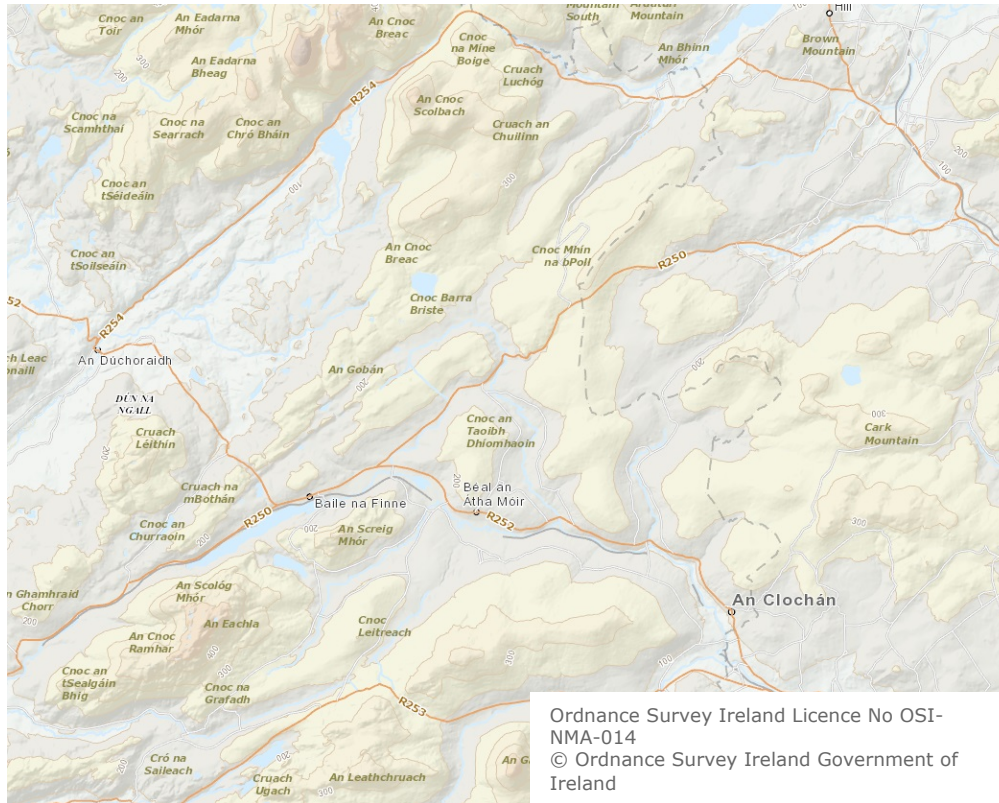


**North Monaghan**

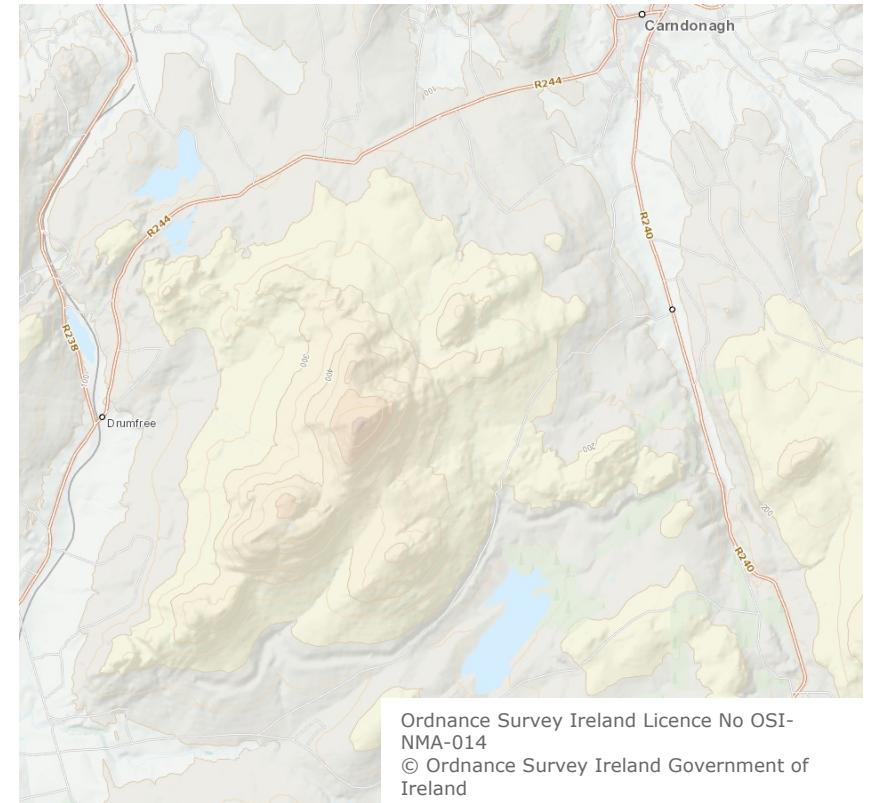




**Donegal**



Mid-Donegal



Inishowen

Note: For Donegal, due to geographical spread and logistics, NPWS will consider NPO tenders/contracts for either or both of mid-Donegal and Inishowen, which held just one breeding attempt each in 2018. This is for the Nest Protection Officer role only.

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