

LICENCE TO DISTURB BATS – MKO ECOLOGY

MKO is looking to apply for a licence to disturb bats on behalf of all ecologists employed by the company for 2025. The licence is sought on a precautionary basis as MKO ecologists survey a large number of potential and confirmed roosts throughout the bat activity season. MKO employs a dedicated bat unit. All current members of the bat unit have held a full licence in 2024. We are looking to renew the 2024 licence as is. All MKO ecologists are trained in-house on how to conduct bat inspections in accordance with best practice guidance, however they usually accompany bat ecologists on these surveys to continue gaining experience.

In addition, we are applying for one member of the team to be given a full licence due to his previous experience and the dedicated in house training he has received in 2024. We are also requesting a full licence for new members joining the bat team in 2025 as they have demonstrable experience in undertaking bat surveys. Their CVs are attached.

The NPWS document, Guidance on the Strict Protection of Certain Animal and Plant Species under the Habitats Directive in Ireland - National Parks and Wildlife Service Guidance Series 1 (2021), was reviewed before undertaking this derogation application.

Article 16 of the Habitats Directive sets out three pre-conditions, all of which must be met before a derogation from the requirements of Article 12 or Article 13 of the Directive can be granted. These preconditions are also set out in Regulation 54 of the Regulations.

The preconditions are:

1. A reason(s) listed in Regulation 54 (a)-(e) applies
2. No satisfactory alternatives exist
3. Derogation would not be detrimental to the maintenance of a population(s) at a favourable conservation status.

It is believed that the pre-conditions for granting a derogation licence have been met, as follows:

Test 1 – Reasons for Seeking Derogation.

Regulation 54(2) (a)–(e) states that a derogation licence may be granted for any of the reasons listed (a) to (e).

We are of the opinion that the following reasons apply:

(c) In the interests of public health and public safety, or for other imperative reasons of overriding public interest, including those of a social or economic nature and beneficial consequences of primary importance for the environment.

The derogation is sought on a precautionary basis in the interest of covering qualified ecologists in the performance of their work. MKO ecologists are employed in a wide variety of sectors, including but not exclusively renewable energy, residential developments and tourism infrastructure. In the interest of informing proposed designs and planning applications for a large number of projects, bat surveys are carried out in line with existing guidance. Survey scopes are informed by preliminary bat habitat appraisals and roost assessments, which aim at identifying suitable roosting, commuting and foraging



bat habitats within a development site, to inform the necessity for further surveys and/or the ecological impact assessments that are submitted with planning applications. The licence is considered precautionary as previously unknown roosts may be discovered while performing this work, and temporarily disturbed by the surveyors. No bat is expected to be captured, harmed, removed or unnecessarily disturbed under this licence.

Test 2 – There is no Satisfactory Alternative

A number of alternatives to ecologists obtaining a precautionary licence to perform inspections can be considered. There are no satisfactory alternatives to carrying out inspections under a precautionary licence:

Not applying for a licence to carry out inspections: Obtaining a licence to perform inspections of potential roosts is recommended in Irish guidance (Marnell, Kelleher and Mullen, 2022, p. 27): *Although a licence to disturb bats for scientific purposes is not essential when looking for previously unknown roosts, the requirement to withdraw if bats are discovered will limit the ability of the surveyor to carry out this work. For this reason, it is advisable for surveyors to be licensed.*

Survey Timing: Carry out inspections only at a certain time of the year to limit disturbance. This is not a viable alternative as bats can be found during inspections at any time of the year and potentially disturbing bats during inspections cannot be avoided. At any time of the year, but particularly during sensible times of the bat life cycle (i.e maternity roosting, hibernation) inspections are carried out with care to limit disturbance and licenced ecologists will always choose to withdraw if bats are present, once enough information has been gathered on a previously unknown roost.

Not carrying out inspections: Inspections are usually the first step to establish whether any further survey scope (i.e. dusk surveys) is required. Without a licence and without carrying out inspections, the bat survey effort is incomplete and there is a risk of not finding out important information about the use of a site by bats which could prevent mitigation measures to be implemented for the conservation of bats. A preliminary roost assessment is the first step recommended in guidance to establish the use of a potential roosting feature (PRF) by bats, in terms of species usage, roosting locations and roosting type, and it will help assess the magnitude of potential impacts on bat populations at various geographic scales when undertaking ecological impact assessments for proposed projects.

Applying for project-specific precautionary licences each time an inspection is required: MKO has carried out almost 150 inspections in 2024 under a precautionary survey licence. Applying for a licence each time would use a lot of resources for MKO and NPWS and would likely restrict the amount of work our ecologists can carry out, again potentially limiting the influence we can have on project designs and mitigations in the interest of bat conservation.

Test 3 – Favourable Conservation Status

In order to ensure the protection of bats under Regulation 54 (2) (a) of the Birds and Natural Habitats Directive, we are applying for the licence, in the interest of protecting wild fauna. MKO ecologists are trained in their work and how to limit disturbance during inspections: the inspection methodology follows established guidelines and is undertaken with the objective to minimise any potential disturbance. It is not anticipated that the survey work will impact the favourable conservation status of bats using any site.



If bats are found during the surveys being carried out, these will be reported to NPWS during the licence return process.

Our bat work is undertaken in accordance with BCI guidance as well as the following publications:

- *Collins, J. (ed.) (2023) Bat Surveys for Professional Ecologists: Good Practice Guidelines (4th edition). The Bat Conservation Trust, London.*
- *The Bat Worker's Manual, 3rd Edition (Mitchell-Jones and McLeish, 2004)*
- *Ecological and Behavioural Methods for the Study of Bats, 2nd Edition (Kunz and Parsons, 2009)*
- *Handbook of Biodiversity Methods: Survey, Evaluation and Monitoring (Hill, 2005)*
- *Bats and Appropriate Assessment Guidelines, Version 1 (BCI, 2012b)*
- *UK Bat Mitigation Guidelines (Reason and Wray, 2023)*
- *Marnell, F., Kelleher, C. & Mullen, E. (2022) Bat mitigation guidelines for Ireland v2. Irish Wildlife Manuals, No. 134. National Parks and Wildlife Service, Department of Housing, Local Government and Heritage, Ireland*
- *Best practice guidelines for the conservation of bats in the planning of national road schemes (NRA, 2006a)*
- *Guidelines for the treatment of bats during the construction of national road schemes (NRA, 2006b)*
- *Bat Surveys – NIEA Specific Requirements (Northern Ireland Environment Agency, 2017)*



List of Licensees

A list of all licensees held by MKO in 2024 under the licence number **DER/BAT 2024-54** is presented below, together with names applying for renewal:

Ecologist	Licences status in 2024	Applying for 2025 renewal
Bat Team		
Aoife Joyce	Full	Yes
Sara Fissolo	Full	Yes
Ryan Connors	Full	Yes
David Culleton	Full	Yes
Nathan Finn	Full	Yes
Nora Szijarto	Full	Yes
Kate Greaney	Full	No
Laura McEntegart	Full	No
Charlie Meehan	Trainee	No
Fred Mosley	Trainee	No
Dog Unit		
Cathal Bergin	Full	Yes
Jessica Sara Barbara	Trainee	No
General Ecology Unit		
Neansai O'Donovan	Full	Yes
Aran von der Geest Moroney	Full	Yes
Rachel Walsh	Full	Yes
Cora Twomey	Full	Yes
Pat Roberts	Full	Yes
John Hynes	Full	Yes
Lisa Buckley	Full	Yes
Colin Murphy	Full	Yes
Kate O'Donnell	Full	Yes
Stephanie Corkery	Full	Yes
Pádraig Desmond	Full	Yes
Corey Cannon	Full	Yes
Sarah Mullen	Full	Yes
Ellen Tuck	Full	No
Bronagh Boylan	Full	No
Rachel Minogue	Trainee	Yes
Rudraksh Gupta	Trainee	Yes
Sibeal Fallon	Trainee	Yes
Viorel Anitei	Trainee	Yes
Katy Beckett	Trainee	Yes
Megan Doyle	Trainee	Yes
Emily Fair	Trainee	Yes
Caitrin Farren	Trainee	Yes



Mairead Kavanagh	Trainee	Yes
Kate Leahy	Trainee	Yes
Deepali Mooloo	Trainee	Yes
Timothy O Ceallaigh	Trainee	Yes
Ciara Lynn Sheehan	Trainee	Yes
Kieran Sugrue	Trainee	Yes
Tom Peters	Trainee	No

A similar MKO Ecology-wide disturbance licence was applied for in 2023 and returned on 21.02.2024 (DER-BAT-2023-54). The following presents details of project-related surveys obtained by MKO ecologists on behalf of their clients in 2024:

Project Derogation Licences			
Status	Licence	Expiry Date	Notes
Returned	DER-BAT 2024-66	31.05.2024	
Returned	DER-BAT 2024-94	01.07.2024	
Returned	DER-BAT 2023 – 85 (Amended 25/01/2024)	30.09.2024	
Obtained	DER-BAT-2024-103	31.12.2024	
Obtained	DER-BAT-2024-113	31.08.2024	Being returned 20.12.2024. In contact with NPWS ranger - aware of delay.
Obtained	DER-BAT-2024-124	31.12.2024	
Obtained	DER-BAT-2024-136	31.12.2024	
Returned	DER-BAT-2024-139	21.10.2024	
Obtained	DER-BAT-2024-187	31.12.2024	
Obtained	DER-BAT-2025-29	31.03.2025	
Obtained	DER-BAT-2024-188	31.12.2024	
Obtained	DER-BAT-2024-30	31.03.2025	
Obtained	DER-BAT-2024-167	31.12.2024	
Obtained	DER-BAT-2024-200/46	31.07.2025	

Below are all other current or planned to be ecologists employed by MKO, which were not licenced under **DER/BAT 2024-54**. Of these, David Mesarcik is an ecologist who has joined the team in 2024, his professional experience is appended. Molly O'Hare and Clare Misfud are two bat ecologists who will join the team as Project Ecologists in 2025, their CVs are attached. We are applying for them to be fully licenced as they are capable of carrying out surveys independently. Other members of the team will potentially assist the bat unit and other experienced ecologists carrying out manual activity surveys, as MKO does not normally allow lone working at night. We are seeking to cover all personnel under the licence as well on a precautionary basis, and to start building evidence of their experience for future personal applications. All survey records will be kept, and a cumulative licence return for all surveys carried out by MKO ecologists under the licence will be provided once the licence expires, for renewal in 2026. All CVs attached.

Other MKO Ecologists			
Ecologist	MKO Unit	Role	Applying for 2025
Molly O'Hare	Bat Team	Project Ecologist	Yes - Full



Claire Mifsud	Bat Team	Project Ecologist	Yes - Full
David Mesarcik	General Ecology	Ecologist	Yes - Full
Ciara Hackett	General Ecology	Ecologist	Yes - Trainee
Matthew Kieran	General Ecology	Graduate Ecologist	Yes - Trainee
Adam Scott	General Ecology	Graduate Ecologist	Yes - Trainee
James Sturt	ECoW Team	Environmental Technician	Yes - Trainee
Malena Sara Thren	ECoW Team	Ecologist	Yes - Trainee
Patrick Hehir	ECoW Team	Project Environmental Scientist	Yes - Trainee
Fiona Killeen	General Ecology	Ecologist	Yes - Trainee
Mairead Kavanagh	General Ecology	Ecologist	Yes - Trainee
Bridín Foster	General Ecology	Graduate Ecologist	Yes - Trainee
Emma Fitzgerald	General Ecology	Graduate Ecologist	Yes - Trainee
Luke Lambert	General Ecology	Ornithologist	Yes - Trainee
Niamh Rowan	Aquatic Team	Aquatic Ecologist	Yes - Trainee
Cuan Feely	General Ecology	Graduate Ecologist	Yes - Trainee
Katie Grice	General Ecology	Ecologist	Yes - Trainee
Saoirse Fitzsimons	Bat Team	Ecologist	Yes - Trainee



DAVID MESARCIK

Professional Summary:

David is an Ecologist Practitioner with MKO, he holds a Bachelor of Science (BSc) in Ecology and Evolutionary Biology as well as an Honours degree in Terrestrial Ecology from the University of Cape Town, in South Africa. His studies focussed on Ecology, Biodiversity and Conservation Biology with a special interest in Botany and Bryology. David is an experienced ecological consultant, having worked in South Africa and the UK before joining MKO. He has experience conducting a wide range of ecological surveys, including bat emergence and re-entry and roost suitability assessments, reptile and amphibian sampling, mist netting and bird ringing, as well as botanical and bryological surveys. Since joining MKO, David has carried out multidisciplinary walkovers, protected species surveys and habitat assessments using Fossitt's Guide to Habitats in Ireland. He has also prepared Bat Survey Reports, Appropriate Assessment Screening reports and Ecological Impact Assessments and has experience with habitat and ecological constraints mapping using QGIS.

Bat Experience:

I worked as a consultant ecologist from March to December 2023 at LUC (Land Use Consultants), in London, United Kingdom. In my role as a consultant ecologist with LUC, I gained extensive experience with bat survey techniques and attended multiple internal training courses. I conducted Bat Habitat Suitability Assessments and carried out Dusk Emergence and Dawn Re-Entry Surveys across the United Kingdom, working on a number of large projects. I am proficient at using heterodyne and recording devices as well as infrared and thermal imaging equipment and have experience deploying and retrieving static monitoring devices in inaccessible locations. I am also adept at bat data analysis, using AnaLook / AnaBat and Kaleidoscope call analysis software. Since joining MKO, I have conducted similar surveys across Ireland, practising updated bat survey methodologies according to the current BCT guidance (Collins, 2023). I have conducted Nighttime bat walkovers, Dusk Emergence and Dawn Re-Entry Surveys, and Roost Suitability Assessments, including internal inspections of buildings and tree surveys on a number of projects across Ireland. I have also prepared bat input sections for Appropriate Assessment Screening reports and Ecological Impact Assessments.

During my time at LUC, I worked on a host of projects throughout the United Kingdom, conducting bat surveys in a wide range of habitat types, including ancient woodlands, conifer plantations, grassland, urban settings (Residential/commercial buildings, golf courses, SINC/park sites in the Greater London Area), as well as historic (listed) buildings and country estates. Some of the notable projects where bat surveys were required include:

All England Lawn Tennis & Croquet Club (AELTC):

The creation of a new lawn court and public park at All England (Wimbledon) Tennis Club; Bat habitat suitability assessments, Tree roost inspections using endoscopes, Dusk/Dawn Transects (NBWS), Dusk Emergence/Activity surveys of confirmed tree roosts using IR Cameras, Dawn re-entry surveys of confirmed tree roosts using IR Cameras, Deployment and collection of static monitoring devices, all subsequent bat call analysis and reporting. Surveys were carried out 4 nights per week over a 6 month period in 2023.

Bramshill House and Estate:



Baseline assessments at Bramshill House, northeast Hampshire, England - one of the largest and most important 17th-century Jacobean mansions in England.

Bat habitat suitability assessments, Internal and external roost inspections / Maternity Roost inspections of historic buildings using endoscopes and NVAs, Dusk/Dawn Transects (NBWS), Dusk Emergence/Activity surveys of building roosts with IR Cameras, Dawn re-entry surveys of building and tree roosts with IR Cameras, Deployment and collection of static monitoring devices within inaccessible locations – including on building roofs and near water, all subsequent bat call analysis and reporting. Approx. 10 surveys were carried out over a 2 month period in 2023.

Greenwich Park:

Surveys of Buildings and infrastructure at Greenwich Park, London for the proposed development of a Café and Visitor's centre

Bat habitat suitability assessments, Building roost assessments, Dusk/Dawn Transects (NBWS), Dusk Emergence/Activity surveys of buildings using IR Cameras, Dawn re-entry surveys of buildings, Deployment and collection of static monitoring devices, all subsequent bat call analysis and reporting. 6 surveys were carried out over 3 consecutive nights in June 2023

Roehampton Gate Café, Richmond Park:

Surveys of Café Building, Bike shed and outbuildings at *Roehampton Gate Café, Richmond Park*, London for the proposed development of a new café/shop.

Bat habitat suitability assessments, Building roost inspections using endoscopes, Dusk/Dawn Transects (NBWS), Dusk Emergence/Activity surveys of buildings using NVA's, Dawn re-entry surveys of buildings, Deployment and collection of static monitoring devices, all subsequent bat call analysis and reporting. 4 surveys were carried out over 2 consecutive nights in July 2023



CURRICULUM VITAE

PERSONAL INFORMATION

Name	Clare Marie Mifsud
Address	3, Massabielle Street, Qrendi, QRD1550, Malta
Mobile	+ 356 99 623 816
ID Number	0375189 M
E-mail	cmifsud2@gmail.com
Nationality	Maltese
Date of birth	16 th August 1989

EDUCATION AND QUALIFICATIONS

From	2015 – 2021
Institution	University of Malta
Degree Title	Doctor of Philosophy in Biology
Dissertation Title	Prey selection by bat species in Malta: applications for conservation
Supervisor	Prof. Adriana Vella
From	2012 – 2013
Institution	University of Malta
Degree Title	Master of Science in Biology
Degree Classification	Pass with Merit
Dissertation Title	Habitat Use by Foraging Bats in the Maltese Islands: Conservation Implications
Supervisor	Prof. Adriana Vella
From	2007 – 2011
Institution	University of Malta
Degree Title	Bachelor of Science (Hons) in Biology and Chemistry
Degree Classification	Second Upper Classification
Supervisor	Prof. Adriana Vella

AWARDS AND HONORS

Award	Malta Government Scholarship Scheme – ENDEAVOUR
Date	2015
Award	Malta Government Scholarship Scheme – Strategic Educational Pathways Scholarships (STEPS)
Date	2012

PUBLICATIONS

Vella, A. V., E. Giarusso, C. Monaco, C. M. Mifsud, S. A. Darmanin, A. Raffa, C. Tumino, I. Peri & N. Vella. (2023). New Records of *Callinectes sapidus* (Crustacea, Portunidae) from Malta and the San Leonardo River Estuary in Sicily (Central Mediterranean). *Diversity*, 15(5): 679.

Jérémy S. P. Froidevaux et al. (2023). A species-level trait dataset of bats in Europe and beyond. *Scientific Data*, 10(253): 1-13.

Vella, A. V., Y. Scicluna, C. M. Mifsud, C. Monaco, I. Peri, D. Tibullo, F. Tiralongo & N. Vella. (2023). The first record of the marbled spinefoot, *Siganus rivulatus* Forsskål & Niebuhr, 1775 and further records of the dusky spinefoot, *Siganus luridus* (Rüppell, 1829) from Malta. *BioInvasions Records*, 12(2): 417-426.

Vella, A. V., C. M. Mifsud, D. Magro & N. Vella. (2022). DNA barcoding of Lepidoptera species from the Maltese Islands: New and additional records, with an insight into endemic diversity. *Diversity*, 14(1090): 1-18.

Mifsud, C. M., N. Vella & A. Vella. (2021). Contributions to the knowledge of the beetle fauna (Insecta, Coleoptera) of Malta: new records of seven species with supporting DNA barcodes. *Checklist*, 17(5): 1443-1449.

Vella, A., N. Vella, C. M. Mifsud & D. Magro. (2020). First records of the Brahminy blindsnake, *Indotyphlops braminus* (Daudin, 1803) (Squamata: Typhlopidae) from Malta with genetic and morphological evidence. *Natural and Engineering Sciences*, 5(3): 122-135.

Mifsud, C. M. & A. Vella. (2019). Mitochondrial genetic diversity of bat species from the Maltese Islands and applications for their conservation. *Natural and Engineering Sciences*, 4(3): 276-292.

Mifsud, C. M., D. Magro & A. Vella. (2019). First record and DNA barcode of the clearwing moth *Tinthia tineiformis* (Esper, 1789) from Malta, central Mediterranean. *Checklist*, 15(4): 595-599.

Mifsud, C. M. & A. Vella. (2018). Acoustic characterization of bats from Malta: setting a baseline for monitoring and conservation of bat populations. *Bioacoustics*, 28(5): 427 – 442.

Vella, N., A. Vella & C. M. Mifsud. (2017). First scientific records of the invasive Red Swamp Crayfish, *Procambarus clarkii* (Girard, 1852) (Crustacea: Cambaridae) in Malta, a threat to fragile freshwater habitats. *Natural and Engineering Sciences*, 2(2): 58-66.

Mifsud, C. M. & A. Vella. (2015). Factors affecting foraging activity of pipistrelle bats (Chiroptera: Vespertilionidae) on the Islands of Malta. *Acta Chiropterologica*, 17(2): 337-346.

WORK EXPERIENCE

From	October 2023 – February 2024
Employer	University of Malta
Position	Biology Lecturer (Casual Part-timer)
Main tasks	<ul style="list-style-type: none">– Gave lectures for the Biology Department Unit: Biochemical Strategies of Life.– Guided BSc Biology students for this unit including assignments, practical sessions and for final exam.
From	November 2021 – November 2023
Employer	University of Malta
Position	Biological Research and Support Expert Service for the SEA MARVEL Project (Tender Contract)
Main tasks	<ul style="list-style-type: none">– Assistance and support in fieldwork, scientific data collection and laboratory work including molecular genetics of wildlife.– Assistance in educational awareness campaigns and activities with project stakeholders including schools, fishermen and sailors.
From	November 2016 – December 2023
Employer	University of Malta
Position	Biology Laboratory Demonstrator (Part-time)
Main tasks	<ul style="list-style-type: none">– Organised the set-up for biological experiments involving molecular genetics.– Guided groups of students through the experimental procedure and explained biological theories.– Evaluated scientific reports paying attention to the format, clarity and the scientific validity based on established biological theories.
From	October 2014 – June 2018
Employer	Junior College, University of Malta
Position	Biology Lecturer (Part-time)
Main tasks	<ul style="list-style-type: none">– Explained and discussed biological theories with large groups of students (between 25 - 30 students per group) – Prepared educational material in relation to the syllabus in order to better engage students with the subject being taught.– Prepared exam material and evaluated exam papers at a tertiary educational level.

From	June 2015 – December 2015
Employer	University of Malta
Position	Laboratory researcher and stakeholder awareness for Med-Jellyrisk Project (Tender Contract)
Main tasks	– Organised, processed and analysed marine samples in a biology lab. – Analysed data resulting from processing of marine biological samples. – Photography of specimens from marine samples. – Assisted in preparing footage for a documentary material – Assisted in awareness campaigns through distribution of education material among stakeholders.
From	October 2012 – Present
Employer	Biological Conservation Research Foundation (BICREF)
Position	Biodiversity Research and Awareness Coordinator (Volunteer)
Main tasks	– Assisted, organised and coordinated awareness campaigns related to biodiversity conservation. – Preparation of education material for awareness campaigns. – Engaged general public including children, youths and adults through activities at festivals or exhibitions

DAVID MESARCİK

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Dublin, Ireland

Postgraduate Ecologist with keen interest Bryology, Biodiversity and Conservation Biology. Experienced Ecological Consultant with outstanding communication skills and proven fieldwork experience. Skilled practical demonstrator for undergraduate biology courses. Fluent in English, Czech and proficient French speaker.

ACADEMIC HISTORY:

University of Cape Town, South Africa

| Feb 2020 - Dec 2021

Biological Sciences Postgraduate Honours Program

Honours Thesis with distinction in terrestrial ecology; researching the effects of patch size, isolation, and climate on Bryophyte diversity in the highly fragmented Overberg Renosterveld biome of South Africa.

Supervisors: Prof. Terry Hedderson and Prof. Claudine Ah-Peng (University of La Réunion)

University of Cape Town, South Africa

| 2017 - 2019

Bachelor of Science

Majors: Applied Biology, Ecology and Evolutionary Biology.

Relevant Coursework: Biology, Chemistry, Statistics, Philosophy and French Language

SKILLS:

Language: Native: English. Fluent: Afrikaans, Czech, Slovak. Basic working proficiency: French. Conversational: isiXhosa.

Technology: Extensive knowledge of Microsoft Office and Adobe Design Suite. Proficient in R and GIS software. Experience with AnaLook / AnaBat and Kaleidoscope bat analysis software as well as WordPress, Customer IO, and POS Systems.

Core Competencies: Communication skills, organisation and time management skills, problem-solving, accuracy and attention to detail, adaptability, innovation, teamwork, stress tolerance. Ecological survey and modelling, Bat, bird and amphibian surveys and best practice, bryological preparation and microscopy, plant identification, biological data analysis, scientific communication, and presentation skills.

EMPLOYMENT HISTORY:

Seasonal Ecological Consultant

| April 2023 - Nov 2023

Land Use Consultants, London, United Kingdom

- Conducted a range of ecological surveys including bat emergence and re-entry surveys, maternity roost assessments, great-crested newt / amphibian surveys - eDNA sampling, bottle trapping and data collection, Biodiversity Net Gain and Habitats Regulations Assessments, botanical surveys and DEFRA Countryside Stewardship assessments.
- Carried out desk studies, consultations, research, data management and analysis, and assisted with report writing.
- Delivered a consistently high-standard of work as efficiently as possible in order to meet agreed timescales and quality standards.

Education Program Manager (part-time)

| Feb 2022 - June 2023

Be Meditation, Bellevue, Washington

- Liaised and consulted with Washington school districts to provide customised mindfulness educational programming to improve the wellness of their educators.
- Researched and compiled extensive contact list of potential clients
- Developed marketing campaigns, and sales pitches and sent out targeted mail merges.
- Created course content on *Thinkific* platform, creating, updating, and proof-reading curriculum
- Designed weekly Newsletter read by over 1000 subscribers through *CustomerIO*, gathering content and images from multiple sources and creating layout and design
- Proven customer support and project management skills: able to motivate, lead, develop, and inspire

Practical Demonstrator (part-time)

| Jan 2019 - 2021

Department of Biological Sciences, University of Cape Town, South Africa

- Practical demonstrator over two-year period for first year applied biology courses.
- Taught 20+ students practical skills, 2-3 times per week and oversaw practical dissections, exams, and exercises.

Research Assistant (part-time) | *Jan 2020*

Department of Biological Sciences, University of Cape Town, South Africa

- Assisted with bryological surveys across field sites in the Western Cape of South Africa.
- Gathered over 400 bryophyte specimens across field sites and collected geographical data.
- Prepared specimens for herbarium and assisted with identification under microscope and labelling.
- Compiled datasets for publication and constructed GIS maps and models.

Herbarium Digitisation Assistant (part-time) | *March 2020*

Bolus Herbarium (BOL), Department of Biological Sciences, University of Cape Town, South Africa

- Assisted curator with the organisation and digitisation of specimens, taking high-quality digital images of prepared herbarium specimens.

Duty Manager and Concierge | *Feb 2018 - 2019*

Nova Constantia Boutique Hotel, Cape Town, South Africa

- Managed a full-service, 5-star Boutique Hotel
- Provided exceptional care and attentive concierge service, going above and beyond to ensure that guests' needs were always met
- Managed correspondence of hotel enquiries, guest reservations, restaurant bookings, and curated trip itineraries and recommendations on request.

Waiter and Sommelier (part-time) | *Jan 2017 - 2018*

Buitenverwachting Vineyard Restaurant, Cape Town, South Africa

- Provided exceptional customer service skills to a discerning clientele at award-winning fine dining restaurant.
- Recommended and served extensive ranges of South African Wines, explaining tasting notes, terroir, and pairings.
- Cultivated high-end dining experience, providing helpful recommendations to a predominantly foreign clientele.

ENGAGEMENT & LEADERSHIP

Active Member | *2022 - present*

British Bryological Society, United Kingdom

Chairperson | *2019 - 2021*

UCT Photographic Society, University of Cape Town, South Africa

- Elected out of five candidates to chair the Photographic Society at university.
- Coordinated all admin and events, including photo-walks, documentary screenings and competitions.
- Oversaw the everyday running of the society and was responsible for bookings, equipment loans and facilities for over 400 members

Darkroom Manager | *2018 - 2019*

UCT Photographic Society, University of Cape Town, South Africa

- Managed society darkrooms, oversaw bookings, prepared developing chemicals and equipment.
- Led weekly workshops training in film development and photographic printing

REFERENCES:

Ella Moseley

Associate Director, Ecology

LUC

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Prof. Terry Hedderson

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Ms. Katie Swartz

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Molly O'Hare

PERSONAL PROFILE

Passionate ecologist and marine biologist with a strong academic background and field experience in ecological research and conservation. Seeking opportunities to contribute to natural science initiatives, promote environmental awareness and apply expertise to species conservation and habitat preservation. Competent and hard working individual with excellent interpersonal, communication and leadership skills combined with motivation, passion and diligence. Interest in education, community engagement and holistic approaches to conservation.

KEY SKILLS

- Excellent numerical, statistical and mapping skills in SPSS, RStudio QGIS
- Practical fieldwork skills in extreme and suboptimal conditions
- Scientific writing skills – including both journalistic writing and science communications
- Project management and Leadership qualities
- Excellent teamwork and interpersonal skills
- Good written and oral communication skills
- Patience and good observational skills
- Presentation and public speaking skills
- Proficient in bioacoustics and thermal imaging surveying and analysis

EDUCATION

2018 - 2019

MSc Marine Biology, University College Cork

2014 - 2018

BSc Ecology and Environmental Biology, University College Cork

WORK EXPERIENCE

Jan 2023 - Present

Inis Environmental Consultants Ltd, Ireland

Lead Bat Ecologist

- Leading a team of six ecologists
- Survey scope design, specialising in renewable energy projects
- Reporting, mitigation and data analysis, specialising in bioacoustics
- Conducting and facilitating training sessions
- Project management, client contact and liaison, scheduling and co-ordinating projects
- Field work: bat, bird, mammal and habitat surveys alongside ecological clerk of works

Jan 2022 – Jan 2023

Inis Environmental Consultants Ltd, Ireland

Assistant Ecologist

Apr 2021 – Dec 2021

African Bat Conservation, Malawi

Senior Research Assistant

- Field surveys: mist netting, harp trapping, hand netting, radio tagging and tracking.
- Leading and managing team of research assistants, interns and volunteers

- Wildlife conflict mitigation through community engagement, outreach and education.

Nov 2020 – Apr 2021	African Bat Conservation, Malawi Research Assistant
Oct 2020 – Nov 2020	The Marine Institute Galway, Ireland Biological Scientist
	<ul style="list-style-type: none"> • Took part in the Celtic Sea Herring Acoustic Survey.
Sept 2014 – Sept 2020	The Real Olive Company, Cork Ireland Customer Service
Feb 2020– Nov 2020	Ocean Research and Conservation, Ireland Education officer
Sept 2019 – Nov 2019	School of Biological, Earth and Environmental sciences, UCC, Cork, Ireland Lab Assistant and Demonstrator
June 2017 – Aug 2017	Lobo Park, Antequera, Spain Intern
June 2016 – Aug 2016	Costa Rica Animal Rescue Centre, San Miguel, Costa Rica Volunteer
June 2015 – Aug 2015	Wildlife Sense, Kefalonia Greece Loggerhead Sea Turtle Research Student
June 2014 – Aug 2014	Goold’s Veterinary Clinic, Cork, Ireland Intern

ADDITIONAL INFORMATION

- Languages: Fluent English and Irish, Basic German
- Full Clean Driving License. Off road and four wheel drive experience
- First Aid with AHA Heartsaver CPR AED programme.
- Powerboat License Level 2
- Marine Mammal Observer (MMO) in UK waters JNCC accredited
- Qualifying Member of CIEEM
- Holder of Maritime Radio Operator Short Range Certificate, Seafarer ID: IEEZ048915-27
- Holder of Personal Survival Techniques (PSTSTCW – 95)
- PADI Open Water
- AIDA 2 Free diver
- Safe pass and manual handling courses completed
- Past research projects specialising in animal behaviour and invasive species
- Experience with marine fishery vessel survey work and sampling methods

INTERESTS

- Hiking and Running
- Freediving, surfing and Yoga
- The natural environment, reading, live music and crocheting



CURRICULUM VITAE

Current Role	<ul style="list-style-type: none"> > Ecologist
Qualifications	<ul style="list-style-type: none"> > MSc Sustainable energy and green Technologies (University college Dublin) > BSc Environmental Science (Institute of Technology Sligo)
Relevant Experience	<ul style="list-style-type: none"> > Environmental Scientist at MKO > Environmental sampling and testing (soil, air & water) > Habitat mapping using ArcGIS > Ecological surveying > Report writing
Key strengths	<ul style="list-style-type: none"> > Bioenergy production > Sustainable & regenerative agriculture > Environmental monitoring > Ecological management (specifically; native Irish woodland and marsh fritillary habitat)
Interpersonal & Communication Skills	<ul style="list-style-type: none"> > Conflict management > Group project organization > Liaising with stakeholders on various projects (windfarms, forestry etc.)
Interests and hobbies	<ul style="list-style-type: none"> > Hiking > Watersports > Reading non-fiction > Permaculture with an emphasis on regenerative agriculture
Licenses Held	<ul style="list-style-type: none"> > Full clean driving license > Trained in the use of an AED and CPR > Safe pass holder > Manual handling certificate





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	<ul style="list-style-type: none"> ➤ Graduate Ornithologist
Qualifications	<ul style="list-style-type: none"> ➤ BSC in Biological, Earth and Environmental Science - Zoology
Industry Experience	<ul style="list-style-type: none"> ➤ <1 years experience as a graduate ornithologist at MKO
Relevant Experience	<p>MKO Ireland April 2023</p> <ul style="list-style-type: none"> ➤ Working as a graduate ornithologist ➤ Working on the Coillte team (preparing Appropriate Assessment Screening Reports and Natura Impact Statements) <p>UCC 2021-2022</p> <ul style="list-style-type: none"> ➤ 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 <p>Fota Wildlife Park and UCC 2022</p> <ul style="list-style-type: none"> ➤ Received a Bursary from UCC and Fota Wildlife Park to continue researching drill monkey behaviour for 6 weeks. <p>Fota Wildlife Park and UCC 2022</p> <ul style="list-style-type: none"> ➤ Worked at the UCC stand for the Fota Wildlife Science Fair (education) <p>UCC 2022</p> <ul style="list-style-type: none"> ➤ 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. <p>Fota Wildlife Park 2021</p> <ul style="list-style-type: none"> ➤ Work experience of patrolling and education work at Fota Wildlife Park.
Key Strengths & Areas of Expertise	<ul style="list-style-type: none"> ➤ 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





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Interpersonal & Communication Skills	<ul style="list-style-type: none">➤ 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	<ul style="list-style-type: none">➤ Birdwatching and observing wildlife.➤ Art, especially drawing animals and plants.➤ Playing guitar.➤ Swimming and walking in the countryside.
Licenses Held	<ul style="list-style-type: none">➤ Safe Pass Card➤ Manual Handling course➤ ERA training course



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Ciara Hackett

CURRICULUM VITAE

Ciara is a graduate Ecologist with MKO and holds a BSc (Hons) in Zoology from National University of Galway, Ireland. Ciara has experience in field surveys and the preparation of various reports including Appropriate Assessment and NIS.

Current role	<ul style="list-style-type: none">> Graduate Ecologist
Qualifications	<ul style="list-style-type: none">> BSc Zoology from National University of Ireland, Galway (2023).
Years of experience	<ul style="list-style-type: none">> < 1 year
Relevant experience	<ul style="list-style-type: none">> Habitat identification according to Fossitt (2000)> Knowledge of protected areas under the Birds Directive (79/ 409/EEC) and the Habitats Directive (92/43/EEC).> Experience in the preparation of Appropriate Assessment Screening reports, Natura Impact Statements and Ecological Impact Assessments.> QGIS skills> Experience in field surveying
Key strengths and areas of expertise	<ul style="list-style-type: none">> Proficient in Microsoft office programs (Word, Excel, Powerpoint)> Report writing> Field surveys – Habitat surveys.> Mammal surveys> Habitat mapping with ArcGIS and QGIS
Interpersonal and communication skills	<ul style="list-style-type: none">> Worked in both public and private sectors.> Great teamwork skills and effective communication with team members> Effective communication across multiple sites.> Flexible and self-motivated
Licenses held	<ul style="list-style-type: none">> Full clean Irish driving license> Current safe pass holder> Manual handling course completed.> Coillte ERA



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Cuan Feely

CURRICULUM VITAE

Current role	Graduate Ecologist
Qualifications	<ul style="list-style-type: none">> B.Sc. (Environmental Science) (2024) National University of Ireland, Galway (Hons)
Memberships	<ul style="list-style-type: none">>
Years of experience	<ul style="list-style-type: none">> < 1 year
Relevant experience	<ul style="list-style-type: none">> Experience in field surveying> Habitat classification according to Fossitt (2000)> Usage of QGIS and ArcGIS> Writing of reports as part of final year thesis
Key strengths and areas of expertise	<ul style="list-style-type: none">> Habitat mapping and data analysis using ArcGIS and QGIS> Report writing (AASR, EclA, NIS)> Microsoft office programs (Word, PowerPoint, Excel)> Ecological surveys (vegetation surveys, habitat assessment, freshwater invertebrate surveys, small mammal surveys, bat surveys, vantage point bird surveys.
Interpersonal and communication skills	<ul style="list-style-type: none">> Effective communication with customers as a result of 5 years' experience in retail> Experience working as part of a team> Effective communication with team members> Self-motivated
Licenses held	<ul style="list-style-type: none">> Full clean driver's license> Manual handling> Safe Pass



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Interpersonal & Communication Skills

- > Worked alongside a team of experienced ecologists in MKO learning key field skills while carrying out surveys, and effectively communicating survey results in reports.
- > Experience working collaboratively on and presenting a range of projects while studying in University College Cork.

Licenses Held

- > Full clean Driver's License
- > SOLAS SafePass License
- > Manual Handling



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CURRICULUM VITAE

Kieran Sugrue is an Ecologist with MKO and member of the Ecology team since September 2023. Kieran graduated with a second-class honours B.Sc. Zoology from University College Cork. Prior to starting work with MKO in September Kieran completed work placement as a student ecologist with MKO from May-August 2022 gaining field and desk experience relating to ecological surveying and report writing. Additionally, Kieran worked as a seasonal graduate ecologist for O'Donnell Environmental Ltd from May-July 2023 improving his skills in bat surveying and gaining more experience working with handheld heterodyne bat detectors, and the deployment of passive bat detectors across a range of sites.

Current Role	Ecologist
Qualifications	<ul style="list-style-type: none"> ➤ B.Sc. Zoology from University College Cork
Years of Experience	<ul style="list-style-type: none"> ➤ September 2024 – Present, Ecologist, MKO ➤ September 2023 – September 2024, Graduate Ecologist, MKO. ➤ May - July 2023, Seasonal Graduate Ecologist, O'Donnell Environmental Ltd. ➤ May – August 2022, Student Ecologist, MKO.
Relevant Experience	<ul style="list-style-type: none"> ➤ Completed work placement as a student ecologist with MKO from May-August 2022 gaining experience in various ecological surveying techniques including Habitat Surveying/mapping, Bat Surveys, and Invasive/Protected Species Surveys. ➤ Trained to use a handheld heterodyne bat detectors (Batlogger M) and deploy passive bat detectors (SM4Bat FS Ultrasonic Bat Detectors and Song Meter Mini Acoustic Recorders), in addition to skills such as the identification of habitat features suitable for bat species (e.g., PRF's, linear features used for commuting, optimal feeding areas etc.). ➤ Also gained experience working with QGIS and carried out desk studies for AASR's and EcIA's. ➤ Worked as a seasonal graduate ecologist for O'Donnell Environmental Ltd from May-July 2023 deploying passive bat detectors (SM4's and Song Meter Mini Acoustic Recorder) as well as assisting with tree surveys, building inspections and emergence surveys, which involved the use of thermal imaging cameras. ➤ Completed a year as a Graduate Ecologist with MKO, working as part of the Ecology Team to carry out a variety of types of surveys, and deliver projects across a range of sectors successfully.
Key Strengths & Areas of Expertise	<ul style="list-style-type: none"> ➤ Habitat identification and mapping using Fossitt's guide to habitats in Ireland. ➤ Carrying out Q-Value assessment. ➤ Carrying out multidisciplinary walkover surveys. ➤ Transect and emergence bat surveys.
Practical Skills & Aptitudes	<ul style="list-style-type: none"> ➤ Trained to use handheld heterodyne bat detectors. ➤ Trained to deploy passive bat detectors (SM4's and Song Meter Mini's) ➤ Trained to survey for aquatic invertebrates through kick sampling
Management/ Supervision	<ul style="list-style-type: none"> ➤ Supervisor: Aran von der Geest Moroney
Interpersonal & Communication Skills	<ul style="list-style-type: none"> ➤ Worked alongside a team of experienced ecologists in MKO learning key field skills while carrying out surveys, and effectively communicating survey results in reports. ➤ Experience working collaboratively on and presenting a range of projects while studying in University College Cork.





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Licenses Held

- > Full clean Driver's License
 - > SOLAS SafePass License
 - > Manual Handling
-



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Niamh Rowan

CURRICULUM VITAE

Current role	Aquatic Ecologist
Qualifications	<ul style="list-style-type: none">➤ BSc Biological Sciences, First Class Honours (74%), Queen's University Belfast
Years of experience	<ul style="list-style-type: none">➤ Aquatic Ecologist, MKO (March 2024 - Present)➤ Assistant Scientific Officer, Loughs Agency (September 2022 - January 2023, July 2023 - January 2024)➤ Scientific Writer I, Novartis (September 2020 - September 2022).
Relevant experience	<ul style="list-style-type: none">➤ Assistant Scientific Officer, Loughs Agency (September 2022-December 2022, July 2023-January 2024).<ul style="list-style-type: none">○ Co-ordination and execution of environmental field work, including electrofishing, freshwater invertebrate identification, RHAT survey and chemical water quality parameter monitoring.○ Preparation of annual chemical and biological catchment status reports.➤ Scientific Writer I, Novartis (September 2020-September 2022).<ul style="list-style-type: none">○ Production of a range of well-structured, informative and accurate medical communication materials in a timely manner.○ Writing support for Conference and Symposia deliverables
Key strengths and areas of expertise	<ul style="list-style-type: none">➤ Freshwater macroinvertebrate identification, Q-Value and BMWP assessment➤ River hydromorphology assessment➤ Fisheries habitat assessment➤ Stage 1 & 2 Freshwater Pearl Mussel surveys➤ White-clawed Crayfish survey➤ Electrofishing➤ Chemical water parameter monitoring
Practical skills and aptitudes	<ul style="list-style-type: none">➤ River hydromorphology assessment technique (RHAT) surveys➤ Electrofishing➤ Kick sampling and freshwater invertebrate identification as a bio-indicator for water quality.➤ Non-native invasive species monitoring, including zebra mussel.➤ Appropriate Assessment Screening/ NIS reporting➤ EcIA reporting➤ Fossitt Habitat Classification➤ Breeding Bird Surveys➤ Bat Emergence Surveys

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Management/ supervision	<ul style="list-style-type: none">› Management support and creation of scientific communications for advisory boards and symposia.
Interpersonal and communication skills	<ul style="list-style-type: none">› Engagement with members of the public when conducting surveys.› Landowner/client liaison› Verbal and written communication of scientific concepts to students and the general public
Licenses held	<ul style="list-style-type: none">› Full clean driver's license› Solas Safe Pass› Manual handling certification



CURRICULUM VITAE

Current Role	<ul style="list-style-type: none"> > Practitioner Ornithologist June 2023-October 2024 > Coillte Team October 2024-present
Qualifications	<ul style="list-style-type: none"> > 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	<ul style="list-style-type: none"> > <two years’ experience with MKO
Relevant Experience	<ul style="list-style-type: none"> > 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	<ul style="list-style-type: none"> > 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	<ul style="list-style-type: none"> > Management of survey and map data for 8 projects within the Ornithology team > Project Set-up and survey design experience
Interpersonal & Communication Skills	<ul style="list-style-type: none"> > 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	<ul style="list-style-type: none"> > SOLAS Safe Pass > Coillte ERA Course





CURRICULUM VITAE

Patrick Hehir is an Environmental Scientist with MKO with over 11 years of experience in private practice. Patrick holds a BSc (Hons) degree in Construction Management and a Masters in Environmental Science. Patrick took up his position with MKO in January 2016. Patrick's key strengths and areas of expertise are in water quality monitoring and renewable energies, environmental auditing, site and construction supervision, project management, hydrology and waste management.

Current Role	Environmental Scientist
Qualifications	<ul style="list-style-type: none"> ➤ Environmental Engineering MSc (2014) Galway-Mayo Institute of Technology ➤ Construction Management BSc Hons (2003) Limerick Institute of Technology
Years of Experience	<ul style="list-style-type: none"> ➤ 2016 – Present, Environmental Scientist, MKO. ➤ 2014 – 2016 Quality Manager and Environmental Coordinator, BAM Ireland. ➤ 2011 – 2013 Quality and Environmental Engineer, Allnorth, Canada. ➤ 2007 – 2010 Quality and Environmental Engineer, M3 Motorway JV.
Relevant Experience	<p>Planning Compliance Windfarm Developments</p> <ul style="list-style-type: none"> ➤ Slievecallan Wind Farm Co. Clare: Working with the on-site contractors to ensure the conditions of planning are complied with. Site auditing and inspection and the general environmental management of the site including water monitoring and compliance reporting to the local authority. ➤ Glenmore Wind Farm Co. Clare: Working on pre-construction phase planning compliance including; baseline watercourse testing requirements and turbidity monitor installation and management in a sensitive/pearl mussel catchment area. ➤ Knockalough Wind Farm Co. Galway: Site auditing of planning requirements relating to CEMP mitigation measures, turbidity monitor management and watercourse testing and monitoring in a sensitive/pearl mussel catchment area. ➤ Boolynagleragh Wind Farm Co. Clare: Site auditing and inspection and the general environmental management of the site including water monitoring and compliance reporting to the local authority.
Key Strengths & Areas of Expertise	<ul style="list-style-type: none"> ➤ Planning & Environmental Construction Supervision: Management of large scale wind farm developments in line with planning requirements and site based plans. ➤ Water Quality Monitoring: Sampling of site watercourses and supervision of site based equipment to meet planning requirements. ➤ Environmental Auditing: Audit of a site performance in regards to meeting planning and construction management targets and identifying areas of concern and improvement.
Practical Skills & Aptitudes	<ul style="list-style-type: none"> ➤ Experience in the assessment of water quality from both laboratory analysis and in-situ data loggers. ➤ Experience in the preparation of environmental management plans for a variety of projects. ➤ Proficient in use of MS Office programs, Map Info and GIS software, AutoCAD, and desktop publishing packages.





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- > Site supervision on a number of environmentally sensitive sites namely wind farms and motorway construction projects in sensitive/protected catchments.
- > Input into the production of draft and final reports e.g. CEMP's according to deadlines.
- > Played key roles in the delivery of the M3 and M4 Motorway projects being delivered ahead of time and within the environmental/quality constraints.



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Emma Fitzgerald

CURRICULUM VITAE

Current role	Graduate ecologist (Forestry)
Qualifications	<ul style="list-style-type: none">> B.Sc. Zoology (2024) University College Cork> QQI Level 5 degree in Veterinary Assisting (2020)
Memberships	<ul style="list-style-type: none">> CIEEM
Years of experience	<ul style="list-style-type: none">> 0
Relevant experience	<ul style="list-style-type: none">> Field work and data collection carried out over the duration of my degree, particularly on field trips to Alvor, Portugal and Millport, Scotland as well as during my final year project on the spatial patterning of barnacles.
Key strengths and areas of expertise	<ul style="list-style-type: none">> Knowledge of biostatistics and the various methods used for data analysis> Scientific image analysis (gained during my final year project)> Spatial patterning analysis
Practical skills and aptitudes	<ul style="list-style-type: none">> Data analysis> Biostatistics> Report writing> Field work> Research
Management/ supervision	<ul style="list-style-type: none">>
Interpersonal & Communication Skills	<ul style="list-style-type: none">> Experience working in retail & hospitality in various roles (waitressing, shop/deli assistant, pizza chef) where you are working alongside other employees and with members of the public.
	<ul style="list-style-type: none">>
Licenses held	<ul style="list-style-type: none">> Full Category B driver's license

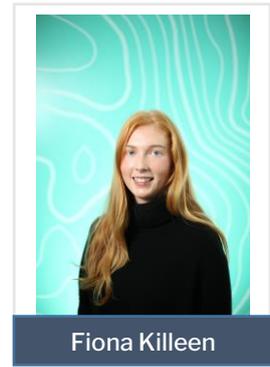
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Physical/other	>
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Fiona Killeen

CURRICULUM VITAE

Current Role	<ul style="list-style-type: none">➤ Practitioner Ecologist
Qualifications	<ul style="list-style-type: none">➤ B.Sc. Environmental Science, 2nd Class Honours Grade 1, NUIG.
Memberships	<ul style="list-style-type: none">➤ Qualifying membership with Chartered Institute of Ecology and Environmental Management➤ BirdWatch Ireland➤ Botanical Society of Britain & Ireland
Years of Experience	<ul style="list-style-type: none">➤ 1+ year.
Relevant Experience	<ul style="list-style-type: none">➤ Began a Graduate Ecologist role with MKO in September 2022, promoted to Practitioner Ecologist role in March 2023.➤ Experience drafting and submitting a variety of planning reports for submission to a planning authority such as, Appropriate Assessment Screening Reports, Natura Impact Statements, EIAR Biodiversity Chapters, Ecological Impact Assessments, Preliminary Ecological Appraisal, Constraint reports, Briefing Notes, Bird reports, Invasive Species Management Plans, Fee Proposals.➤ Experience preparing ecological fee proposals for a range of developments of varying scales and requirements.➤ Experience in conducting multidisciplinary walkover surveys, including specific ecological surveys such as red listed/protected botanical surveys, otter surveys, badger surveys, wintering bird surveys, breeding bird surveys, potential annex 1 habitat surveys, breeding merlin survey, marsh fritillary survey, bridge/building internal/external inspections for potential bat roosts, bat transects, deploying/collecting bat static detectors, camera trap survey/ otter and badger surveys.➤ Experience advising clients in person and through online meetings regarding potential additional steps undertaken to help reduce ecological planning risks associated with the Proposed Development. Experience liaising with clients throughout all stages of the ecological planning report process.

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	<ul style="list-style-type: none">➤ Experience advising and completing ecological reports/site surveys for with a wide range of Proposed Developments including bog restoration, river restoration, felling forestry, upgrades to waste water treatment plants/water treatment plants, transport, renewable energy developments (wind and solar farms development), residential, hospitality and tourism, social developments, primary and secondary educational developments throughout the country.
Practical Skills & Aptitudes	<ul style="list-style-type: none">➤ Confident, Logical, Self-motivated.➤ Confident with botanical, habitat, mammals and bird ID skills➤ Confident speaking directly and liaising with clients.➤ Habitat assessment and identification using Fossitt 2000.➤ Confident in using QGIS and ArcGIS online for creating fieldmaps and for habitat mapping.➤ Experience preparing Appropriate Assessment Screening Reports, Natura Impact Statements and Ecological Impact Assessments, fee proposals.
Management/ Supervision	<ul style="list-style-type: none">➤ Colin Murphy, Project Ecologist.➤ Pat Roberts, Principal Ecologist➤ John Hynes. Ecological Director
Interpersonal & Communication Skills	<ul style="list-style-type: none">➤ Dependable, positive, team player.➤ Comfortable using MS Teams and in person (in fast paced environments).➤ Strong communication, organization and time management skills.➤ Skills liaising with clients, landowners and colleagues on various projects to meet deadlines.
Licenses Held	<ul style="list-style-type: none">➤ Full, clean, drivers' license.➤ Safe Pass➤ First Aid





Katie Grice

CURRICULUM VITAE

Current role	<ul style="list-style-type: none"> Practitioner Ecologist
Qualifications	<ul style="list-style-type: none"> 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) Practitioner ecologist with MKO (September 2024 – present)
Years of experience	<ul style="list-style-type: none"> <2 years professional experience conducting bird surveys as a student & graduate 5+ years hobbyist birding experience <2 years professional experience writing PSR, NIS and EcIA reports
Relevant experience	<ul style="list-style-type: none"> Conducting various ornithological surveys e.g. vantage points, waterbird distribution, breeding raptor, walkover surveys as well as species-specific surveys Carrying out walkover habitat surveys and bat surveys for ecology reports Processing and managing ornithological and ecological data using Microsoft Excel and QGIS Drafting AASR, NIS and EcIA in MKO in-house template Drafting PSR and NIS in Coillte template for Coillte felling license applications
Key strengths and areas of expertise	<ul style="list-style-type: none"> 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 Irish fauna ecology and behaviour Good understanding of the AA process and legislation Classifying habitats according to Fossitt’s Guide to Habitats in Ireland
Practical skills and aptitudes	<ul style="list-style-type: none"> Good IT skills and experience working with Microsoft Office Suite and QGIS Report writing and scientific writing Field skills and data collection Time and workload management when undertaking multiple projects
Interpersonal & Communication Skills	<ul style="list-style-type: none"> Ability to work both independently and as part of a team Communicating with both Coillte and MKO staff about specific projects
Licenses held	<ul style="list-style-type: none"> Member of Birdwatch Ireland Qualifying CIEEM member



CURRICULUM VITAE

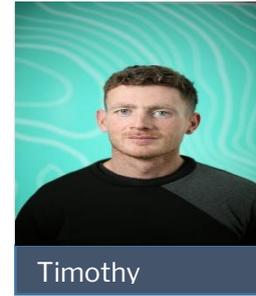
Current role	Graduate Ecologist
Qualifications	<ul style="list-style-type: none">> B.Sc. (Hons) Environmental Science, 1st Class Honours, NUIG (University of Galway)
Years of experience	<ul style="list-style-type: none">> September 2023 – Present – Graduate Ecologist -MKO
Relevant experience	<p>2023 Bachelor Thesis</p> <ul style="list-style-type: none">> Desk-based analysis and fieldwork of street trees as nature-based solutions <p>2022-2023 - Environmental and Sustainability Students Union Officer</p> <p>2021-2023 - Sustainability Leadership Intern (NUIG)</p> <ul style="list-style-type: none">> people and organisational skills to improve sustainability on campus through a multi stakeholder approach) by running award-winning Campaigns
Key strengths and areas of expertise	<ul style="list-style-type: none">> Excellent Organisational, Teamwork and Communication skills> Professional Writing and Reporting Skills> GIS Mapping
Practical skills and aptitudes	<ul style="list-style-type: none">> On Site Environmental Fieldwork> Report Writing Experience in CEMPs, EIAR Chapters, Screening and Scoping, Biodiversity Management Plans, Conservation Management Plans> Client Communication
Management/ supervision	<ul style="list-style-type: none">> Neansai O'Donovan
Interpersonal and communication skills	<ul style="list-style-type: none">> Proven Communication, Teamwork and People Management experience through relevant experience as Students Union Officer, Chair of Societies and Student Leadership Intern.
Licenses held	<ul style="list-style-type: none">> Full Clean European Driver's License and Trailer License (B and BE)> Manual Handling Certificate> Safe Pass> Mountain Skills 2 (Navigation and Outdoor Safety Skills) – November 2023> Rescue Emergency care Certificate level 3 (REC 3) – March 2024



Matthew Kieran

CURRICULUM VITAE

Current role	Graduate Ecologist
Qualifications	> (2:1) Degree in B. Sc. Environmental Science with Ecology from ATU Sligo
Years of experience	> June 2024 – Present Graduate Ecologist, MKO > May – September 2023, Seasonal Field Surveyor, ACRES Donegal CP
Relevant experience	> Currently a Graduate Ecologist at MKO > Worked as a Seasonal Field Surveyor for ACRES Donegal CP. Carried out a lot of habitat surveys across different areas around Donegal. This included surveying specialist protected areas such as Tory Island that had protected species such as chough present.
Key strengths and areas of expertise	> Habitat identification and mapping > Use of ArcGIS and ESRI > Knowledge of invasive species and management techniques to control the spread. > Knowledge of protected species and projects happening around the country across both fauna and flora.
Practical skills and aptitudes	> Report-writing. > Ecological surveys including botanical surveys, habitat assessments, aquatic surveys (freshwater invertebrate surveys), invertebrate surveys. > Experience working in protected areas and management practices to enhance biodiversity.
Management/ supervision	> Under the supervision of Colin Murphy- Project Ecologist > Under the Supervision of Rachel Minogue- Ecologist
Additional Information	> Full driver's license > First Aid Training



Timothy

CURRICULUM VITAE

Timothy O' Ceallaigh is Graduate Ecologist at MKO since September 2023. Timothy holds a first-class honour in B.Sc. Environmental Science from University of Galway, Ireland. Timothy has experience in undertaking Botanical and other Ecological surveys. Timothy has experience in desk studies and map creation for the purpose of Appropriate Assessment Screening Reports, Pre-commencement Survey Reports and Invasive Species Management Plans.

Current role	Graduate Ecologist
Qualifications	<ul style="list-style-type: none"> > Bachelor's Degree in Environmental Science from University of Galway, Ireland (2023). > NVQ Level 2 Diploma in Environmental Conservation from City and Guilds/London Wildlife trust (2019).
Qualifications	<ul style="list-style-type: none"> > Chartered Institute of Ecology and Environmental Management (CIEEM)
Years of experience	<ul style="list-style-type: none"> > Sept.2023 - Present, Graduate Ecologist, MKO. > May 2023 - Aug.2023, Freelance Ecologist for The Agri-food and Bioscience Institute/ The UK Centre of Ecology and Hydrology (UK CEH, AFBI) > Oct.2022 – Nov.2022, Freelance Ecologist for The National Parks and Wildlife Service (NPWS). > Oct. 2022 – Nov. 2022, Field Skills Demonstrator, University of Galway, Ireland (UCG). > May 2022 - Aug.2022, Freelance Ecologist, The UK Centre of Ecology and Hydrology (UK CEH). > May 2021 - Aug.2021, Wildlife Monitoring Intern, Fundatia Conservation Carpathia (FCC). > May 2020 - Aug.2020, Field Assistant with Planning Consultancy Services (PCS). > Sept.2018 - Aug.2019, Wildlife Trainee, London Wildlife Trust (LWT).
Relevant experience	<ul style="list-style-type: none"> > Wildlife trainee at LWT (Sept.2018 – Sept.2019): Experience carrying out practical conservation of core LWT reserves (2018 – 2019). > Juniper mapping volunteer, NPWS (June – July 2021). > North Connemara breeding Hen harrier surveyor (Spring 2023). > South Connemara I-WeBS volunteer counter (Winter 2022 – Present). > Bat conservation Ireland volunteer, Daubenton waterway surveys (Aug 2020, 2021, 2022). > Wildlife monitoring intern, FCC (Summer 2021): Experience in carrying out mammal surveys including use of trail camera and non-invasive survey techniques as well as the processing of meta data in the Transylvania region of Romania. > Field assistant at PCS (May 2020 - Aug.2020): Experience in assisting on multidisciplinary site walkovers as well as transect and dusk emergence Bat surveys. > Freelance ecologist for UK CEH (May.2022 – Aug.2022): Experience in surveying vegetation and soil sampling as part of the UK countryside surveying in the Scottish Highlands and Islands.

Offices in Galway and Dublin

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	<ul style="list-style-type: none"> > Freelance ecologist for NPWS (Oct.2022 – Nov.2022): Experience in Article 17 coastal surveys of Salt Marsh habitats in Dundalk Bay SAC. > Freelance ecologist for AFBI/UK CEH (May.2023 – Aug.2023): Experience carrying out vegetation and soil sampling as well as habitat classification and mapping as part of the UK Countryside Surveying in the North of Ireland. > Graduate Ecologist for MKO (Sept.2023 – Present): Experience in carrying out ecological surveys and ecological reporting writing.
Key strengths and areas of expertise	<ul style="list-style-type: none"> > Punctuality, high work rate, ability to work successfully as part of a team or alone, passion for Ecology and the desire to improve as an Ecologist. > Experience and knowledge of Irish plant species, habitats and survey techniques. > Experience and knowledge of Irish mammalian ecology and survey techniques.
Practical skills and aptitudes	<ul style="list-style-type: none"> > Bird identification, surveying and counting. > Mammal tracking, surveying, and recording. > Habitat classification using Fossitt’s guide to habitats in Ireland. > Transect, waterway and Emergence Bat surveys. > Experience in carrying out vegetation surveys of Irish and UK habitats including various woodland, peatland, grassland upland and lowland habitats. > Experience in use of QGIS.
Interpersonal & Communication Skills	<ul style="list-style-type: none"> > Demonstrated and assisted on UCG Field survey skills module field trips. This included assisting and demonstrating to 2nd year students on vegetation and invertebrate surveying field trips. > Worked as part of a small ecology team for UK CEH and AFBI in the Scottish Highlands and Islands and the North of Ireland. This involved organizing all elements of a full season of botanical survey works in a small ecology team. This required good communication and teamwork skills for the successful completion of a season’s survey work.
Licenses held	<ul style="list-style-type: none"> > Full clean driving license > Manual handling > Safe work pass
Physical/other	<ul style="list-style-type: none"> > High level of fitness and ability to work in all weathers and times of the day. > Experience in 4x4 off-road driving.



Saoirse Fitzsimons

CURRICULUM VITAE

Current Role	Project Environmental Scientist – LVIA Specialist
Qualifications	<ul style="list-style-type: none"> ➤ MSc. (Hons) Coastal and Marine Environments; Physical Processes, Policy & Practice, National University of Ireland Galway ➤ BA Geography, Sociology and Politics, National University of Ireland, Galway ➤ A1/A3 Drone Certificate ➤ A2 Drone Certificate
Years of Experience	<ul style="list-style-type: none"> ➤ February 2024 - Present, Project Environmental Scientist – LVIA Specialist, MKO ➤ January 2022 – February 2024, Environmental Scientist – LVIA Specialist, MKO
Practical Skills & Aptitudes	<ul style="list-style-type: none"> ➤ Geospatial Analysis – Competent using software such as QGIS and ArcGIS. ➤ Data Analysis – Competent analytical skills using software such as R and MS Excel. ➤ Report Writing – Excellent written communication skills, competent with MS Word. ➤ Presentation – Competent with MS PowerPoint ➤ Drone Surveying - A1/A3 and A2 drone licence
Key Strengths & Areas of Expertise	<ul style="list-style-type: none"> ➤ Drone Surveys – Competent drone pilot with experience on a range of monitoring projects including River Restoration projects and Infrastructure Heat Monitoring. ➤ Report Writing – Standalone LVIA reports as well as EIAR chapters which have been used for a variety of projects including wind farms, solar farms, as well as a range of other projects such as large-scale habitat restoration schemes, quarry extraction and large-scale housing schemes. In addition, Saoirse has extensive experience in writing and designing reports using a variety of software packages including Microsoft Word, Adobe InDesign, and ArcGIS Story maps, including bespoke documents that are visual-heavy using a wide range of images and maps to as effective communication tools. ➤ Fieldwork – Highly accomplished at conducting all fieldwork required for LVIA. ➤ GIS, Remote Sensing & Geomatics –highly competent user of GIS systems for complex geospatial analysis and production of high-quality mapping products. ➤ Desk studies – Carrying out desk studies in a wide range of environmental topics, including hydrology and geology, archaeology and cultural heritage and landscape and visual, to feed into larger reports.
Interpersonal & Communication Skills	<ul style="list-style-type: none"> ➤ Co-ordinate with clients of MKO and sub-contractors involved. ➤ Work as part of a large multi-disciplinary team to produce standalone LVIA's and LVIA Chapters of EIARs. ➤ Experience working in retail for 4 years, providing outstanding customer service and developing excellent communication skills. ➤ Working with a variety of groups across disciplines in both university research as well as her employment, she has utilised a variety of communication materials such as videos, posters, formal letters, digital media, and focus groups.

