



<b>Job Description</b>	<b>Senior Technical Peatlands Officer</b>
<b>Job Summary</b>	<p>The Senior Technical Peatlands Officer should hold a Level 6 qualification or equivalent in an environmental subject and have proven experience in stakeholder management.</p> <p>You will have practical experience of working with contractors, landowners, farmers and graziers, as well as government and local authority bodies. You will have worked as part of a dedicated project team, delivering outputs on time and within budget.</p> <p>You will have experience using GIS software, preferably ArcGIS, and be confident with Microsoft Office, including Excel. You will bring strong communication and organisational skills, with the ability to produce clear, detailed documents, reports and action plans related to habitat management and restoration.</p>
<b>Salary</b>	<p>S01 - NJC Pts 23-25; £34,434 - £36,363 gross per annum.</p> <p>Contributory pension with the People's Pension with employer's pension contribution 5% per annum to be matched by at least the same by the employee.</p> <p>Appointments will be made at the first point of the scale.</p>
<b>Hours</b>	<p>Full-time hours – 37.5 hours per week, Monday to Friday.</p> <p>Will require some weekend and evening work.</p>
<b>Location</b>	<p>Based at Mourne Heritage Trust (MHT) offices, 19 Causeway Road, Newcastle with hot desk access at other locations, and hybrid working by agreement. Occasional travel throughout the UK and Ireland will be required.</p>
<b>Contract</b>	<p>Fixed Term Contract to 31st March 2029, unless SEUPB extension is approved or continued funding becomes available.</p> <p>This post is subject to a 6-month probationary period</p> <p>Secondment can be considered</p>
<b>Leave</b>	<p>25 days per annum plus 12 days statutory holidays</p>
<b>Reporting to</b>	<p>Peat + Mourne &amp; Slieve Gullion Projects Coordinator</p>
<b>Other Benefits</b>	<p>Flexi-time system and onsite free parking.</p>
<b>Requirement</b>	<p>Prospective candidates must have the legal right to work in the UK. This will be verified with shortlisted candidates at the interview stage.</p> <p>Basic Access NI check will be completed prior to appointment</p>

**The PEAT+ project is led by Ulster Wildlife and is supported by PEACEPLUS, a programme managed by the Special EU Programmes Body (SEUPB). In collaboration with cross-border partners, the project will focus on restoring peatlands across Northern Ireland and Ireland's border counties. This initiative integrates climate action, biodiversity enhancement, and community engagement to reduce emissions from degraded peatlands and increase their carbon capture post-restoration. It also aims to improve biodiversity, protect historical features, and contribute to flood prevention, water quality, and wildfire risk reduction.**

### **Project Overview**

The overall PEAT+ project, which includes the Mourne and Gullion projects, is structured into three key work packages: Conservation Planning & Design, Peatland Restoration, and Capacity Building & Community Engagement. Through these efforts, PEAT+ will leave a legacy, by restoring vital habitats and fostering long-term environmental and community benefits.

Partners in the project include Ulster Wildlife (UW), Armagh, Banbridge & Craigavon Borough Council (ABC), Newry, Mourne & Down District Council (NMDCC), Cuilcagh Lakelands Geopark (CLG), Mourne Heritage Trust (MHT), Atlantic Technology University, Letterkenny (ATU), Crichton Carbon Centre (CCC), RTÉ.

**Mourne Heritage Trust and Newry Mourne and Down District Council** are collaborating to deliver work focused on the Eastern Mournes and Slieve Gullion Special Areas of Conservation (SAC). The MHT team includes Coordinator [appointed], Senior Peatlands Technical Officer and Peatlands Conservation Ranger [appointed]. The Slieve Gullion team member will be the AONB – Geopark Peatlands Officer to be appointed by NMDCC. Together these roles constitute a southeastern regional team working to improve peatland habitats in the respective Special Areas of Conservation (SAC). This team will work cohesively as part of a wider Northern Ireland and Republic of Ireland programme led by Ulster Wildlife on a cross-border basis.

Your work will form part of a collective of peatland restoration projects north and south of the Irish border. As a member of the Peatlands Collaborative Network, you and the whole MHT team will access best practice studies, training and skills sharing, ensuring the whole MHT team is well supported during the project.

### **Job Purpose**

As the Senior Technical Officer you will provide technical know-how for the MHT team enabling the delivery of the restoration projects and take the lead on development of new and innovative aspects

to the PEAT+ project including conservation grazing, propagation of wet heath plant species and mechanical pilot work on expansive peat hag reprofiling.

You will support the revision of existing peatland restoration plans for wet heath and peatland recovery efforts, bringing them up to date in best practice for 2 sites within the Mourne and assist in the procurement suitable service providers to develop management plans for new sites in Mourne and Gullion SACs.

Within the Eastern Mourne SAC, you will oversee the collection and analysis of base line data, including vegetation surveys, hydrology, weather station, gases and carbon monitor data. These data sets will form the baseline that will inform revisions to existing plans (Binnian and Blue Lough) and the development of a new plan for Doan. You will assist and inform fellow MHT colleagues about the PEAT+ sites, to enable real-time review in developments for the Eastern Mourne SAC Conservation Management Plan.

You will guide the PEAT+ team on the delivery of restoration works by contractors for the MHT sites and Slieve Gullion site that form the core of the MHT and NMDDC PEAT+ submission, including compliance with Construction Design and Management (CDM) procedures and best practice as set out in Peatland Restoration Guidance. You will work closely with the Peatland Conservation Ranger on all aspects of data gathering and analysis and relationship building with key stakeholders. You will provide work-related guidance and support for the NMDCC AONB-Geopark Officer in the development of their Wildfire Plan and Peatland Restoration Plans for Slieve Gullion.

You will positively contribute to the overall PEAT+ programme in Northern Ireland and work closely with the Peatlands Collaborative Network and NMDCC AONB – Geopark Peatlands Officer, to ensure the smooth delivery of projects across both SAC sites.

## **Key Tasks and responsibilities**

### **Operational**

You will:

- Provide key environmental technical support to the Project Coordinator for the development and procurement of external services that will deliver peat restoration planning and delivery techniques, scientific monitoring services and purchases of equipment as required for the anticipated practical works planned for the target sites.
- Take the lead on the review process of existing peatland restoration plans and guide the process of developing new plans for the target sites.
- Produce detailed management planning actions for the target sites for inclusion in the Eastern Mourne SAC Conservation Management Plans in collaboration with MHT, NI Water, NIEA, and other key stakeholders.

- Support full compliance by the MHT and Gullion team members and any external contractors, taking the lead on Construction Design Management and other risk assessments for the on-ground restoration and monitoring works to ensure compliance and a safe working environment.
- Liaise with other PEACEPLUS programme partners to facilitate the transfer of knowledge and ensure best practice methods are understood and adopted by the Mourne and Slieve Gullion teams.
- Provide support to the Project Coordinator, and wider programme partnership to ensure good governance, project development and delivery.

## General Requirements

- Actively contribute to the MHT and NMDDC teams and promote the sharing of knowledge with programme partners and across the wider heritage sector.
- Comply with MHT policies and practices at all times and observe the policies and practices of other project partners.
- Participate in internal staff and MHT Board meetings as required for the programme.
- Ensure that contact with others is of a style and quality consistent with Mourne Heritage Trusts ethos.
- Undertake any other relevant duties as required by the MHT Landscape Services Development Manager/CEO.

*No job description can cover every issue which may arise and subsequently the post holder may be expected to carry out other duties along with those itemised above and the duties of the post will be subject to review in accordance with the needs of the organisation.*

## Essential Criteria

1. At least a Level 6 qualification in a relevant subject such as Environmental Science, ecology or other biological science and at least 2 year's relevant full-time (volunteer experience may be considered) **OR** 5 year's relevant full-time (or equivalent part-time experience) in an environmental/ecology/land management role. (It is the responsibility of the applicant to demonstrate the relevance of qualifications and work-related experience.)
2. Good knowledge and understanding of biodiversity on the island of Ireland and the management requirements associated with designated sites and priority habitats and species in either NI or ROI.
3. Demonstrable technical knowledge of GIS software use for habitat and species recording or peatland restoration projects.

4. Experience of managing contractors.
5. Technical knowledge of peatland restoration practices including Construction Design Management (CDM) requirements and appropriate risk assessments/compliance.
6. Demonstrable experience of building and maintaining effective relationships with landowners and land managers.
7. Experience writing or co-writing conservation or habitat restoration management /action plans/reports to strict deadlines.
8. Demonstrable experience of working as part of a team.
9. Ability to communicate effectively, both written and verbally – effective presentation skills, report writing and the ability to converse with a diverse range of people at all levels.
10. Effective organisational skills including the ability to plan, manage and prioritise workloads for self, meeting strict deadlines, plan and organise site meetings and events.
11. High level of computer literacy with a good knowledge of Microsoft Office suite.
12. Driver's license and access to transport for business purposes to allow the post holder to carry out the full requirements of the role

### **Desirable Criteria**

1. Experience of developing tender documentation and supervising contractors on site in upland environments.
2. Experience of following financial procedures and procurement processes associated with public funding, such as EU or Government (NI) funding.
3. Experience of technical report writing/ management plans for upland or peatland habitats.
4. Knowledge of environmental and agricultural issues that impact site management.

5. Experience of Peatland/bog monitoring equipment and software, such as Eyes on the Bog, water table monitors or Flux monitors.
6. Experience of presenting complex conservation land management approaches to key stakeholders.

## How to Apply

You must complete our application in the required format and submit by the deadline. Late or incomplete applications will not be accepted.

You will also be asked to submit a separate equality monitoring form.

The deadline for submission (online) is **Sunday 22<sup>nd</sup> February at 23.00hrs.**

Interviews are scheduled for **9<sup>th</sup> and 10<sup>th</sup> March 2026.**

If you have any questions please e-mail [recruitment@mourne.co.uk](mailto:recruitment@mourne.co.uk) and we will endeavour to respond **during office hours (i.e. Mon – Fri 9am – 5pm)**

**You may also visit our [website](https://mournelive.com) for more information ( <https://mournelive.com> )**

## Equality Monitoring and Criminal Convictions Disclosure

Along with the application form, you will be asked to complete and return the Equal Opportunities Monitoring and Criminal Convictions Disclosure Form in a separate document. Neither of these will be disclosed to anyone involved in shortlisting your application.

## Equal Opportunities

Mourne Heritage Trust is an equal opportunities employer, and all applications for employment are considered strictly on the basis of merit.

The Trust is committed to promoting equality of opportunity for people with disabilities. We guarantee an interview to a person who states they have or have had a disability and who meets the minimum essential criteria for the post. Applicants with a disability who meet the minimum essential eligibility criteria for the role they have applied for, are offered an interview.

We will consider all requests for reasonable adjustments for any stage of this recruitment process. Details of any disability are only used for these purposes and do not form any part of the selection process. If you have indicated on your application that you have a disability, are successful in the selection process and are being considered for appointment, you may be asked to outline any reasonable adjustments you consider necessary in order for you to take up an appointment

## **Shortlisting for interview**

Application forms will be processed for eligibility to invite for interview using the essential and desirable criteria. It is the applicant's responsibility to provide sufficient information for the assessment panel to carry out an objective evaluation of the breadth and depth of information given in the application forms. Please read the candidate booklet fully.

### Interviews

The interview process may include an unseen or seen task.