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| <b>Job Title:</b>          | <b>East Coast Nature Reserve Warden</b>   |
| <b>Vacancy type:</b>       | Part time   |
| <b>Main place of work:</b> | East Coast Nature Reserve, Co. Wicklow  |
| <b>Location:</b>           | <a href="https://goo.gl/maps/F7GvfYAqtwKeMT8x5">https://goo.gl/maps/F7GvfYAqtwKeMT8x5</a> |
| <b>Hours:</b>              | Minimum 21 hours (3 days) per week*   |
| <b>Start date:</b>         | January 2023  |
| <b>Salary:</b>             | €23,868 gross per annum pro-rata  |

*\* additional funding may allow for an increase in minimum hours, if postholder is available*

BirdWatch Ireland's East Coast Nature Reserve in Co. Wicklow, extends to over 92 ha and lies within the Murrough Wetlands complex; an extensive area that is designated as a Special Protection Area, a Special Area of Conservation and Natural Heritage Area. Our reserve is an important area for a wide range of the species and habitats, including rare fen habitats and supports an increasing wintering waterbird assemblage of up to 2,000 birds.

The broad habitats within the reserve are grassland (seasonally inundated), woodland and fen (calcareous and alkaline). The grasslands and fens are managed primarily through a grazing (cattle, sheep and horses) regime alongside the manipulation of the soil water table (via sluice points) to create 'flashes' of open water during the winter months. These have been enhanced by the physical creation of permanent shallow open pools and the widening of the open water courses. The woodland is managed to enhance its biodiversity primarily through maintaining several open 'coupe' areas along two wide 'ride' lines which also provides visitor access from the grasslands to the calcareous and alkaline fen communities.

To encourage and enhance the visitor enjoyment of the reserve three wooden hides together with ancillary works, access paths and boardwalks have been constructed covering 4.75 km. These provide a natural place for people, irrespective of abilities, to explore, learn and enjoy the reserve from.

BirdWatch Ireland is now seeking a part time Reserve Warden, to oversee and manage the reserve by delivering a specific work package that will address the priority actions outlined in the East Coast Nature Reserve Management plan 2017-2026. This is a replacement post.

**Specific work package includes:**

- Maintaining all visitor infrastructures (paths, boardwalks, hides, picnic tables and information boards) to ensure compliance with Health and Safety regulations;
- Maintaining woodland rides and coppiced thicket areas to ensure full compliance with the conditions of the Native Woodland Grant Scheme with a specific requirement to maintain at least a 2m wide path;
- Removal of any windblown trees in compliance with Health and Safety regulations to maintain access to all parts of the reserve;
- Maintaining the boardwalk infrastructure to minimise the Risk Hazard to visitors;
- Maintaining the visitor pathways throughout the reserve to ensure 'open accesses' for all visitors with a specific requirement to manually mow the grass paths (3.75km) on a regular basis (approximately on a 10-day rotation);
- Maintaining all hides and associated infrastructures (cleaning, painting, litter picking, etc.) with a specific requirement to clear any growth of reeds / willows to provide an unrestricted view from the hides during the autumn and winter periods;
- Providing assistance to the grazier to deliver an effective grazing programme, that includes any aspects of fen grazing, with a specific requirement to assist with the manipulation of water levels to maintain optimum conditions for both wildlife and grazing;
- Organising and providing direct supervision to volunteers on a regular basis, ensuring that the weekly Reserve Volunteer Work Party group continues to flourish in delivering these key tasks;
- Organising and delivering a series of monthly reserve-based outreach biodiversity events throughout the year (subject to funding\*);
- Maintaining all equipment and machinery in full compliance with Health and Safety regulations;
- Maintaining a written diary log specifying date, hours worked, and work completed;
- Assisting with other aspects of work, time permitting, e.g. recording key species, biodiversity monitoring etc;
- Ensuring that BirdWatch Ireland's Health and Safety Policy procedures are always observed and implemented to the full.

**The following skills and attributes will be required:****Essential requirements**

- Have experience of reserve-based work, preferably with public access and grazing livestock;
- Have experience of maintaining outdoor infrastructure;
- Have experience of, and be competent in the use of, equipment such as brushcutters, strimmers and scythe mowers, along with a variety of hand tools, within a habitat management setting;
- Have experience of leading and co-ordinating volunteers;
- Be willing to be flexible in their availability to work, dependant on weather conditions;
- Have a full valid driver's licence;
- Be physically fit, have strong organisational skills and initiative, with the ability to prioritise tasks.

**Desirable requirements**

- Have certified training in the use of machinery, such as brushcutters;

- Have knowledge of maintaining machinery;
- Have experience of towing trailers to transport machinery;
- Have experience of delivering public reserve-based events;
- Have a knowledge and understanding of Health and Safety procedures relating to an outdoor working environment with public access.

*We expect the postholder to carry out the job responsibilities in an environmentally aware manner, ensuring as little damage to the environment as possible. Our aim is to ensure all resources are utilised effectively and efficiently. The postholder will be expected to apply 'sound value for money' principles in undertaking purchasing or supply of goods and services.*

This is a part-time position with a gross salary of €23,868 gross per annum pro-rata. The suitable applicant will be required to provide an average of 21 hours (3 days) per week.

Leave entitlement is 20 days per annum pro-rata, plus statutory holidays.

A completed application form should be sent via email to [dsuddaby@birdwatchireland.ie](mailto:dsuddaby@birdwatchireland.ie) or posted to Dave Suddaby, Reserves Manager, BirdWatch Ireland, Mayo Office, Eachléim, Clogher, Ballina, Co Mayo. F26W3W5. **Please do not send a CV, as only the official application form will be assessed.**

*Please ensure you indicate the job title in the subject line. You must include your name in the attachment of the application form.*

The closing date for applications is **12 midday on Friday 9th December 2022**, with interviews likely to be held on Friday 16th December 2022. Interviews will be online.