



PeacePlus Nature is supported by PEACEPLUS, a programme managed by the Special EU Programmes Body (SEUPB).

JOB DESCRIPTION

Job Title: PeacePlus Tory Island Warden
Subject to final confirmation of funding

Division:	Conservation
Immediate Line Manager:	Head of Species and Land Management
Location:	Co. Donegal*
Vacancy type:	Full time
Start date:	Jan 2026
End date:	Jul 2029
Hours:	35 hours per week
Salary:	€32,000-37,000, dependant on experience.

**The post holder will be based on Tory Island from 1st Mar to 31st Oct each year.*

Background

Established in 1968, BirdWatch Ireland is the largest independent conservation organisation in Ireland with 15,000 members and 25 active branches at county level. Our aim is the conservation of wild birds and their natural habitats and other biodiversity. Our mission, as set out in Organisational Strategy 2024- 2030, is to be a strong and influential leader for nature conservation in Ireland, one that takes action based on the latest scientific data and supports and inspires people to get involved in environmental protection. We undertake bird surveys and monitoring, direct conservation action, engage in research and formulate and advocate policies related to the protection and management of birds and biodiversity. We also conduct important education work, manage nature reserves, and raise wider awareness of nature conservation in Ireland.

PEACEPLUS is a Programme managed by the Special EU Programmes Body (SEUPB). It is supported by the European Regional Development Fund and the UK and Irish Governments. The Programme is designed to support peace and prosperity across Northern Ireland and the border counties of Ireland, building upon the work of the previous PEACE and INTERREG Programmes.

BirdWatch Ireland is one of a partnership of organizations, led by RSPB NI, which was successful in securing funding under the Investment Area “Biodiversity, Nature Recovery and Resilience”. The successful project, PeacePlus Nature, is a four-year, multi-million Euro project which aims to deliver an ambitious programme of work to address the declines in priority species and habitats across the eligible area. The project started in August 2025 and will finish in July 2029.

BirdWatch Ireland will be responsible for delivering the Donegal Wader Recovery Work Plan, which relates to the protection and conservation of breeding wader populations at key sites, mostly in Co. Donegal, which together hold an important proportion of Ireland’s total resource of breeding

waders. The project aims to conserve these populations through a range of conservation measures, including installation and maintenance of predator fences, bird survey and research, conservation keeping and engaging with farmers.

Description of Role

As part of this programme, we are now seeking to recruit a Warden to be based on Tory Island. Tory Island is the most important site for breeding waders within the NRN for this project. However, populations are declining; key reasons for this are likely to be related to predation by avian and mammalian predators and disturbance, but clear evidence for this is lacking. The post holder will be based on Tory Island for (at least) the months of Mar-Oct. They will be responsible for surveying and monitoring the populations of breeding waders on the island, and with the agreement of landowners, conducting research and undertaking conservation management at key sites. They will also engage with the island community and with visitors to raise awareness and implement measures to help protect and restore populations.

Support from other Project staff, including the Conservation Project Manager, Conservation Keeper and additional research and other island-based support as required will be available to the warden to assist with delivery.

The salary band for this position is €32,000- 37,000 per annum and the starting salary will be dependent on experience. Leave entitlement is 20 days per annum, plus statutory holidays.

Main duties and responsibilities

- Be based full time on Tory Island at least for the period from March to October¹ each year and with regular visits outside this period as required.
- Survey and monitor breeding wader populations annually, collate data and write a report on results.
- With the agreement of landowners, deploy nest cameras to help identify nest predators of breeding waders.
- Undertake research actions such as radio tracking of breeding wader chicks to understand factors affecting their survival.
- With the agreement of landowners, implement conservation management measures such as temporary electric fences around key colonies during the breeding season. (Other project staff will assist as required).
- If possible, undertaken or assist with the control of corvids, under the direction of the PeacePlus Nature Conservation Keeper.
- Liaise with Donegal Acres, NPWS and the Breeding Wader EIP over management of breeding wader sites and predator control on the island.
- Working with Comharcumann Thoraí, the local community and the island schools, deliver a range of community, youth engagement and visitor events to raise awareness of the importance of the island breeding wader populations and management measures needed to protect them.
- Develop interpretation boards/other communication materials in line with Project guidelines and contribute to the overall communications plan for the Project.
- Contribute to overall project monitoring and reporting requirements.
- Participate in Delivery Groups and Steering Groups as required.
- Build positive relationships with local communities and stakeholders.
- Additional tasks as required by the Project.

¹ (an accommodation allowance for this period may be payable, but is not guaranteed and will depend on the circumstances of the successful candidate).

Qualifications

Desirable (but not essential)

-A relevant NVQ level 5 or higher qualification in natural sciences/environmental or countryside management.

Experience

Desirable

- Experience of bird surveys and monitoring is highly desirable, as this is a key element of the post.
- Experience of undertaking habitat management for birds.
- Experience of Community engagement work.
- Experience of working in small communities.

Skills and abilities

Essential

- Ability to work with local communities and engage stakeholders.
- Excellent communication skills.
- Report writing.

Desirable (but not essential)

- Experience of Microsoft Office (Word, Excel, Outlook)
- Ability to speak Irish
- Knowledge of GIS
- Proven ability to work under pressure, organise work appropriately and meet deadlines.

Application procedure

Application forms are available from the BirdWatch Ireland website, directly from the Comharchumann Thoraí Teo office or via email (ccthorai@gmail.com).

Completed application forms should be emailed to adonaghy@birdwatchireland.ie by midday on Monday 1st December, or can be handed in to Comharchumann Thoraí Teo by the deadline.

You can also include a CV **together with the application form**, to provide more detail if required.

Interviews are likely to be held on 11th & 12th December.