

BIRDLIFE INTERNATIONAL - JOB SPECIFICATION/DESCRIPTION

JOB TITLE:	Spatial Analyst (Seabirds & Energy)
DIVISION/DEPARTMENT:	Science

1. OVERALL PURPOSE OF JOB

To support BirdLife’s science and technical work on understanding and addressing the impacts of energy infrastructure on birds, with a particular focus on the spatial assessment of avian sensitivity to offshore wind turbines.

2. STAFF RELATIONSHIPS

REPORTING TO (LINE MANAGER):
Seabird Science Officer
REPORTING TO JOB HOLDER (LINE MANAGED STAFF):
None initially, but potentially assistants or interns in future
PRINCIPAL STAFF RELATIONSHIPS/RESPONSIBILITIES WITHIN SECRETARIAT
Working closely with other Science staff, in particular the Birds & Energy and Marine Teams. Plus, colleagues in Policy, other Teams/Divisions, and regional secretariat offices as appropriate.
PRINCIPAL STAFF RELATIONSHIPS/RESPONSIBILITIES WITHIN BIRDLIFE NETWORK
Close collaboration with those BirdLife Partners engaging with bird and energy infrastructure issues.

3. KEY WORKING RELATIONSHIPS

Contact	Level (1-3)	Contact	Level (1-3)	Contact	Level (1-3)
BirdLife Network Organisation Staff	2	General Public	2	Institutional policy makers /Politicians/ Corporations	3
BirdLife Advisory Groups, Committees, Reg. Councils	1	Press & Media	2	Institutional Funders	2
BirdLife Global Council	1	Regulators/Legislators/ Auditors	1	Individual donors/ members	1
Suppliers/Service Providers	2	Scientific Community	3	Royalty/VIPs/ High worth Individuals	1

Level of Contact
 1.= General Informing. "Appearance, first impressions". May have some independent outside exposure and contact, primarily informative.
 2.= Presenting/Representing/Reporting "Relationship management". Frequent exposure representing BirdLife. Maintaining individual contacts. Frequently managing information flow.
 3.= Justifying/Negotiating - "Influencing decision makers". Frequent exposure as lead contact, representing Birdlife to highly influential people. Responsible for complex and sensitive/high risk communications.

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4. MAIN DUTIES/WORK PROGRAMME RESPONSIBILITIES

By main work area:
<p>Supporting BirdLife’s work on finding solutions to conflict between birds and energy infrastructure including through collating, synthesising, analysing and mapping relevant data, developing related tools, approaches and guidance and reporting and presenting on this topic to relevant stakeholders and end-users. Specifically:</p> <ul style="list-style-type: none"> • Supporting the development of AVISTEP: the Avian Sensitivity Tool for Energy Planning, an online platform used to inform nature-safe siting of renewable energy projects and powerline infrastructure, as well as other sensitivity mapping exercises. The role will have a specific focus on sensitivity mapping in the marine realm to inform offshore wind development. Tasks will involve developing methodologies, collating, synthesising and analysing spatial data, liaising with project partners, including BirdLife Partner organisations, academics and researchers, web developers, energy developers and financial institutions. • Assist in the acquisition and processing of tracking data for the Seabird Tracking Database, including soliciting new datasets, input of datasets and handling of data requests. • Developing research to inform our understanding of the impacts of energy infrastructure on birds and to evaluate the best strategies to mitigate these impacts. • Representing BirdLife at relevant scientific and policy fora to promote BirdLife’s science and to advocate for the adoption of best practice in regard of energy development. Including representing BirdLife in the CMS Energy Task Force, academic conferences and workshops and meetings with stakeholders from the energy and finance sectors. • Contribute to, and provide support as needed, to the BirdLife Marine Programme.

5. LIMITS OF AUTHORITY/RESPONSIBILITY FOR RESOURCES

RESPONSIBILITY AREA	LEVEL OF AUTHORITY
Financial/Budgetary	None
Contracts – Funders	None
Contracts – Staff/Consultants	None
Contracts – Service providers	Responsible for day-to-day interactions with service providers to develop the software, functionality and content of AVISTEP.
Legal Responsibility	None
Other	Responsible for ensuring that all work is completed to high scientific standards and maintaining positive relationships with collaborators and stakeholders.

6. EDUCATION/SKILLS AND OTHER SPECIAL REQUIREMENTS

REQUIREMENTS	KNOWLEDGE/SKILLS/ATTRIBUTES
Minimum General	Educated to Masters’ Degree level or equivalent experience.

BIRDLIFE INTERNATIONAL - JOB SPECIFICATION/DESCRIPTION

Education	
Job Specific Education/ Qualification	Bachelor of Science and Masters' Degrees in either biological or environmental subjects.
Job Specific Knowledge	<p>Good knowledge of global biodiversity conservation issues.</p> <p>Specific knowledge of seabirds and marine ecology.</p> <p>Strong scientific background with a comprehensive understanding of scientific project design, literature review, mathematical computation.</p> <p>Specialist knowledge of advanced spatial analysis including relevant statistical techniques. Proficient in R and in ArcGIS.</p> <p>An understanding of the use of spatial data in conservation and planning.</p> <p>Excellent knowledge of the collation and analysis of tracking data, preferably seabirds.</p> <p>It would be desirable to have a good understanding of the issues surrounding energy infrastructure and its potential impact on birds and other wildlife.</p>
Experience	<p>Experience in the practical use of GIS (preferably ArcGIS) and programming (preferably R) is essential.</p> <p>Experience of collating, verifying, analysing, interpreting and disseminating biological data.</p> <p>Experience of analysing animal tracking data, ideally seabirds.</p> <p>Experience of literature review and report writing.</p> <p>Experience of seabird research and conservation desirable.</p> <p>Experience of forging and maintaining relationships with stakeholders would be desirable.</p> <p>Experience in using species distribution modelling would be desirable.</p>
Management & organisational skills	<p>Good organisational skills.</p> <p>Proven ability to work under pressure, organise work appropriately, accommodate changing priorities and meet deadlines.</p> <p>Good concentration and attention to detail, with the ability to undertake repetitive tasks accurately and consistently.</p> <p>Ability to seek and accommodate input from a variety of staff and collaborators as appropriate.</p> <p>Good self-motivation to conduct work independently and ability to show initiative.</p>
Communications skills	<p>Good writing skills.</p> <p>Skills in presenting confidently to a variety of different audiences.</p> <p>Excellent communication skills and confidence to interact appropriately with a variety of colleagues, stakeholders and collaborators from different countries and in different fora.</p> <p>Proven skills in critically assessing and synthesising information, and in producing accurate and concise written synopses.</p> <p>Ability to avoid jargon and use clear, simple language when required.</p>
Creativity & Initiative	<p>Ability and willingness to contribute ideas and take initiative to improve the effectiveness and efficiency of delivering the project outputs. Ability to identify and resolve complex and multi-faceted problems and design creative solutions. Ability and willingness to contribute ideas to developing programmes and processes. Flexibility and adaptability to respond to changing</p>

BIRDLIFE INTERNATIONAL - JOB SPECIFICATION/DESCRIPTION

	circumstances.
Computer Literacy	Experience writing programming scripts to automate analyses. Experience with Excel tables and data formatting ArcGIS 10.x or superior R-software Microsoft Office(especially Outlook, Word and Excel).
Languages	High level of fluency in English (other languages beneficial, but not essential).
Travel requirements	Willingness to travel periodically for work

Prepared by:	Date:
Senior Conservation Scientist	13 March 2024