



National Parks & Wildlife Service

Corncrake Traonach Conservation Programme -
Tender-Contract of Services

Tender for the Provision of services for Seasonal Contract Fieldworker for Corncrake Traonach Conservation Programme

**1 X Corncrake Census Field Worker in the
Corncrake Traonach Conservation Project –
Location West Donegal & Islands
03/03/2025-30/9/2025**



NPWS

An tSeirbhís Páircenna
Náisiúnta agus Fiadhúlra
National Parks and Wildlife
Service

Table of Contents

Table of Contents	2
Contract Details	3
Objectives of the Project	4
Organisation of Work	4
Deliverables	6
Timescale	6
Format of the proposal	7
Qualification criteria	7
Award Criteria.....	7
Services Contract	8
Instructions to the Supplier	8
Deadline.....	8
Costs	8
General conditions of the tender.....	9



Contract Details - Corncrake Census Field Worker in the Corncrake Traonach Conservation Project – Location West Donegal & Islands

This is a contract for services between the Minister for the Department of Housing, Local Government and Heritage for the implementation of the NPWS Corncrake Traonach Conservation Programme (CTCP) Census and Grant Scheme as part of the Corncrake/Traonach LIFE project. The services of the Corncrake Census Field Worker position is a crucial element of the CTCP & Corncrake/Traonach LIFE project. The aim of the census and grant scheme programme is to accurately identify and record the location of breeding corncrakes in Ireland and implement a grant scheme and habitat management works with eligible landowners to protect the breeding birds and increase the population. This will be the key metric by which success of the project will be measured.

Overall Objectives

The overall objective of the project is to secure the status of native breeding corncrakes in Ireland and in particular to address the issues in the verdict of the European Court of Justice in case 418/04.

The Role of NPWS

The National Parks and Wildlife Service (NPWS) of The Department of Housing, Local Government and Heritage is responsible for the provision of the legislative and policy framework for the conservation of habitats and species in Ireland. It oversees implementation, based on good science, in particular the protection and management of habitats and species, through among other means, the designation of sites under EU Directives and national legislation.

Numbers are now similar to those of 1993, however the decline of birds in the Shannon Callows has continued, culminating with a local extinction in 2016.

Conservation status of Corncrake

The Corncrake is the only regularly breeding species in Ireland which occurs on the IUCN Red List of Threatened Species, where it is classified as in the 'least concern' category. It is a SPEC category 1 (European Species of Global Concern: BirdLife International 2004) and is listed on Annex 1 of the EU Birds Directive (70/409/EEC), Annex II of the Bonn Convention and Annex II of the Berne Convention. In Ireland it is protected under the Wildlife Act (1976) and Wildlife (Amendment) Act (2000) and is Red-listed in 'Birds of Conservation Concern in Ireland' (Newton et al. 1999, Lynas et al. 2007). As such, it is regarded as high priority for conservation action in Ireland.

Background & Summary of Requirements

Conservation status of Corncrake

The Corncrake is the only regularly breeding species in Ireland which occurs on the IUCN Red List of Threatened Species, where it is classified as in the 'least concern' category. It is a SPEC category 1 (European Species of Global Concern: BirdLife International 2004) and is listed on Annex 1 of the EU Birds Directive (70/409/EEC), Annex II of the Bonn Convention and Annex II of the Berne Convention. In Ireland it is protected under the Wildlife Act (1976) and Wildlife (Amendment) Act (2000) and is Red-listed in 'Birds of Conservation Concern in Ireland' (Newton et al. 1999, Lynas et al. 2007). As such, it is regarded as high priority for conservation action in Ireland.



Objectives of the project are:

- securing landowner cooperation and local community involvement and support;
- improving targeting and delivery of effective conservation measures, underpinned by science;
- improving management regimes for Corncrake in project sites;
- creation and maintenance of Early and Late Cover (ELC);
- improving knowledge exchange with farmers and planners in project sites;
- promoting the Corncrake as an asset for local areas and communities
- to work in close partnership with the Corncrake LIFE project team

The achievement of the objectives is expected to lead to an improvement in habitat condition conducive to Corncrake population increase in the medium term. While the creation of improved habitat condition cannot in itself guarantee an increase in population, the project will strive to achieve an increase in calling males across the project sites.

The primary driver behind the reduction in population and range of the corncrake is pressure from land uses, particularly intensification, but also land abandonment in some instances which reduces habitat quality for the birds. Damaging activities on the ground are diverse and include inappropriate grazing regimes, early season mowing, and lack of wildlife friendly mowing, grassland intensification and/or abandonment, and loss of habitat mosaics which incorporate early and late cover plots. Predation is a secondary factor but prevalent in some areas and exacerbated by sub-optimal habitat quality. These activities arise as a result of divergent messages from our broader agriculture, nature, water and climate policies. A lack of specialist knowledge and support for farmers at local level has also led to poor outcomes from existing corncrake conservation strategies.

Organisation of work

- This is a contract for services only.
- Corncrake Census Field Worker will work under the direction of the Corncrake LIFE Project Manager & the CTCP Census Co-Ordinator as appropriate
- Corncrake Census Field Worker will liaise at all times with the Corncrake LIFE project team ensuring clear communication and data exchange
- The tender is awarded based upon an assessment of the skills of one individual for each post; no substitution or delegation is permitted. Where organisations wish to apply on behalf of individual employees they must specify the individual and skills. No substitution or delegation is permitted. Individuals who are on contract will be directly accountable to the Corncrake LIFE Project Manager and not through any intermediate third party.
- The project is full time work for a 39 hour week, over seven days and will involve unsociable hours especially in the census period when night time work is required.
- Corncrake Census Field Worker will work in an assigned area.
- They will report to Corncrake LIFE Project Manager & the CTCP Census Co-Ordinator on a regular basis.
- The Fieldworker must provide their own vehicle, and incur all fuel and running costs and all overnight and subsistence costs.



- Fieldworkers will meet with the Corncrake LIFE Project Manager & the CTCP Census Co-Ordinator project team to establish the monitoring strategy for 2025.
- Fieldworkers will make themselves aware of the LIFE projects & CTCP objectives and communications strategy in advance of the field season
- They will map the habitats within known and potential corncrake areas, with special emphasis on the SPAs
- Carry out the Corncrake census of populations in Donegal and any other relevant locations following established methodology.
- Carry out mowing surveys to collect data on timing and methods of mowing.
- Attend mowing operations to monitor grant scheme compliance and look for signs of breeding.
- Monitor & Liaise with the Predator Control Contractors on a regular basis.
- Provide scheme details to the project administrator to generate payment.
- Provide regular reports to CTCP Census Co-Ordinator & Corncrake LIFE Manager.

Successful candidates for the post of field worker require:

- A good knowledge of ornithology is desirable
- Demonstrable knowledge and experience of the requirements of Corncrakes is desirable
- Demonstrate understanding of factors impacting on Corncrakes locally and nationally.
- Demonstrate understanding of agriculture schemes (e.g. Basic Payment Schemes, EIP/Locally-Led Agri-Environmental Schemes) and conservation schemes, (e.g. Corncrake Grant Scheme, NPWS Farm Plan Scheme, ACRES, GLAS)
- Knowledge and experience of predator control.
- Ability to work with the local land-owning community.
- Updated databases (including shape files, Excel and Access). Mapping of areas undertaken in early/late cover, locations of birds and areas in CGS must be mapped in an agreed GIS format with NPWS. (Training will be made available if necessary)
- Demonstrate experience of habitat surveys and mapping (Training will be made available if necessary)
- Full driving licence
- Public liability insurance
- A valid tax clearance cert
- An up to date Health & Safety Statement
- To abide by the project Fieldworker code of conduct
- Adherence to the projects data protection and privacy standards

The Ideal Candidate:

This role would be ideally suited to someone who wishes to develop a career in the growing agri-environmental and nature conservation sector. The ideal candidate should enjoy working outdoors, be self-motivated, have excellent communication and organisational skills, and a keen interest in nature conservation and agriculture.



Deliverables:

Interim payments will be dependent on satisfactory progress with the following deliverables to NPWS:

- Regular update reports to CTCP Census Co-Ordinator & Corncrake LIFE Manager.
- Attendance at meetings with up to date summaries of progress, including attendance at Corncrake LIFE meetings where required.
- Annual report of all actions and monitoring before the end of each season.
- Verification of signed timesheets
- Attendance at meetings with up to date summaries of progress, including attendance at Corncrake/Traonach LIFE meetings where required.
- Updated databases (including shape files, Excel and GIS where required) (Training will be made available if necessary)
- Project specifics and details will be discussed at a project kick-off stage with the successful contractor.
- Department of Housing, Local Government and Heritage (DHLGH) is seeking one supplier for the requirements of this RFT.

Skills and Characteristics:

The successful candidate must demonstrate the following skills and characteristics

- Excellent communication skills.
- Self-motivated and have a proven ability to work under their own initiative.
- Have a positive, enthusiastic, pragmatic, solution driven, and flexible approach to work.
- A willingness to actively participate as part of a wider multidisciplinary team.
- An ability to manage their own workload, ensuring that work is carried out safely, on schedule, and to a high standard.
- Willingness to work in remote locations, sometimes lone working and in poor weather conditions.
- Ability to consider health and safety issues when working in the field and take appropriate action as necessary.

Timescale

It is envisaged that this contract would be awarded by Mid-February 2025 with a start date as soon as possible.



NPWS

An tSeirbhís Páirceanna
Náisiúnta agus Fiadhúlra
National Parks and Wildlife
Service

Format of the proposal

For the RFT please provide:

- Please refer to Appendix I

Qualification criteria

Tenderers must demonstrate competencies in the following:

- A good knowledge of ornithology and bird ecology
- Demonstrable knowledge and experience of the requirements of Corncrakes is desirable
- Demonstrate understanding of factors impacting on Corncrakes locally and nationally.
- Demonstrate understanding of agriculture schemes (eg. Basic Payment Schemes, ACRES, EIP/Locally-Led Agri-Environmental Schemes) and conservation schemes, (eg. Corncrake LIFE RBPS, NPWS CTCP, NPWS Farm Plan Scheme, GLAS, REAP)
- Knowledge and experience of predator control is desirable
- Knowledge and experience of habitat monitoring is desirable (Training will be made available if necessary)
- Demonstrable ability to work with the local land-owning community.
- Updated databases (including shape files, Excel and Access). (Training will be made available if necessary)
- Demonstrate experience of habitat surveys and mapping using GIS is desirable. (Training will be made available if necessary)
- Good experience of habitat management and ability to deliver capital works on farmland is desirable.

Award Criteria

The Contract for Services will be awarded on the basis of the most economically advantageous tender. This will be evaluated based on the following:

- Demonstration of understanding of the contract requirement (10%)
- Demonstrate a range of skills and experience applicable or transferable to the role of Census Field Worker (10%)
- Applicants must demonstrate examples of autonomous working, willingness to learn new skills and ability to adapt and overcome challenges (10%)
- Knowledge of work locations and local conditions (10%)
- Value for money (60%).

Candidates may be called to interview to confirm their application information.



Services Contract

- Before the services contract can be awarded, the successful tenderer will be required to supply a Tax Clearance Access Number and Tax Reference Number. It is a condition that the successful tenderer shall, for the term of such contract, comply with all EU and domestic tax laws.
- Evidence of Public Liability and Employer Liability Insurance for the Consultant will be required before a contract is awarded.
- Successful contractors must provide a safe working method statement at the time of signing contracts.

Instructions to the Supplier

Deadline

- RFT must be submitted no later than **21/02/25**. RFT that are received late will not be considered for this procurement.
- Queries related to the tender should be made by **17/02/25** to CTCP@npws.gov.ie

Costs

All costs and expenses incurred by Tenderers relating to their participation in the procurement competition including, but not being limited to, site visits, field trails, demonstration and/or presentation shall be borne by and are a matter for discharge by the Tenderers exclusively.

All prices quoted must be all-inclusive (i.e. including but not being limited to all cost/expenses/indexation), be expressed in Euro only and exclusive of VAT. The VAT rate(s) where applicable should be indicated separately.

Tenderers must confirm that all prices quoted in the Tender will remain valid for 3 months commencing from the closing date for the receipt of quotations.



General Conditions of Tender

1. This Request for Tender shall form part of the contract documents. The contract will not be concluded / take effect until 14 days after unsuccessful tenderers have been notified of the result of this tendering procedure.
2. NPWS Corncrake Traonach Conservation Programme (CTCP) will use its best efforts to hold confidential any information provided by tenderers subject to their obligation under law, including the Freedom of Information Act which came into force on 21 April, 1998. Tenderers should indicate, when tendering, what parts of their tenders are commercially sensitive and which they consider should be kept confidential should an FOI request be received. CTCP will consult with tenderers about any such sensitive information before making a decision on any FOI request received. Similarly, CTCP requires that all information provided pursuant to this invitation to tender will be treated in strict confidence by tenderers.
3. Tenderers should be aware that national legislation applies in other matters such as Official Secrets, Data Protection and Health and Safety.
4. Tenderers must have regard to statutory terms relating to minimum pay and to legally binding industrial or sectoral agreements in preparing tenders.
5. Information supplied by tenderers will be treated as contractually binding. However, CTCP reserves the right to seek clarification or verification of any such information.
6. Any conflicts of interest involving a tenderer must be fully disclosed to CTCP particularly where there is a conflict of interest in relation to any recommendations or proposals put forward by the tenderer.
7. Any registerable interest involving the tenderer and the CTCP members of the Government, members of the Oireachtas or their relatives must be fully disclosed in the response to this RFT, or should be communicated to Corncrake/Traonach LIFE immediately upon such information becoming known to the tenderer, in the event of this information only coming to their notice after the submission of a bid and prior to the award of the contract. The terms 'registerable interest' and 'relative' shall be interpreted as per section 2 of the Ethics in Public Office Act, 1994.
8. The tender is awarded based upon an assessment of the skills of one individual for each post; no substitution or delegation is permitted. Where organisations wish to apply on behalf of individual employees they must specify the individual and skills. No substitution or delegation is permitted. Individuals who are on contract will be directly accountable to Corncrake/Traonach LIFE Project Team and CTCP not through any intermediate third party.



- 9.** Before a contract is awarded the successful tenderer (and agent, where appropriate) will be required to promptly produce a Tax Clearance Certificate
- 10.** CTCP will not be liable in respect of any costs incurred by tenderers in the preparation of tenders or any associated work effort.
- 11.** Responses to this RFT will be evaluated in their own right. No recognition will be given to information previously submitted.
- 12.** CTCP is not bound to accept the lowest or any tender submitted.
- 13.** Tenders must be completed in accordance with the format specified. Tenders which are incomplete will not be evaluated.
- 14.** Any attempt by a tenderer to influence the process of tender evaluation and award of a contract through canvassing or other means shall result in that Tender being rejected. Tenderers are advised that the use of improper influence will also result in a Tender being automatically disqualified.
- 15.** During the evaluation period clarification may be sought in writing from tenderers. Responses to requests for clarification may not materially change any of the elements of the tenders submitted. No unsolicited communications from tenderers will be entertained during the evaluation period. (A number of the most competitive tenderers may be invited to make presentations on their proposals for the purpose of elaboration, clarification and/or aiding mutual understanding. Invited tenderers must be in a position to make such a presentation if requested. Any proposed subcontractors may be required to participate in the presentation.)
- 16.** Tenderers will treat the details of all documents supplied in connection with this request for tender and evaluation as private and confidential.
- 17.** CTCP will use its best efforts to hold confidential any information provided by tenderers subject to its obligation under law, including the Freedom of Information Act which came into force on 21 April, 1998. Tenderers should indicate, when tendering, what parts of their tenders are commercially sensitive and which they consider should be kept confidential should an FOI request be received. CTCP will consult with tenderers about any such sensitive information before making a decision on any FOI request received. Similarly, the CTCP requires that all information provided pursuant to this invitation to tender will be treated in strict confidence by tenderers.
- 18.** Tenderers should be aware that national legislation applies in other matters such as Official Secrets, Data Protection and Health and Safety.
- 19.** Tenderers must have regard to statutory terms relating to minimum pay and to legally binding industrial or sectoral agreements in preparing tenders. Information supplied by tenderers will be treated as contractually binding. However, CTCP reserves the right to seek clarification or verification of any such information.

20. Any conflicts of interest involving a tenderer must be fully disclosed to CTCP particularly where there is a conflict of interest in relation to any recommendations or proposals put forward by the tenderer. CTCP reserves the right to take whatever action it considers appropriate in the case of failure to disclose a conflict of interest or in a case of a mis-declaration of a conflict of interest.

21. Any registrable interest involving the tenderer and CTCP, members of the Government, members of the Oireachtas or their relatives must be fully disclosed in the response to this RFT, or should be communicated to CTCP immediately upon such information becoming known to the tenderer, in the event of this information only coming to their notice after the submission of a bid and prior to the award of the contract. The terms 'registrable interest' and 'relative' shall be interpreted as per section 2 of the Ethics in Public Office Act, 1994.

22. Before a contract is awarded the successful tenderer (and agent, where appropriate) will be required to promptly produce a Tax Clearance Certificate or in the case of a non-resident tenderer, a statement from the Revenue Commissioners confirming suitability on tax grounds. Non-residents should contact the Office of the Revenue Commissioners, Revenue Residence Section, Government Offices, Nenagh Co. Tipperary. In addition, contractors must retain records of tax reference numbers for any subcontractors where payments exceed €650 (incl.VAT).

23. Tenderers should note that the provisions of Department of Finance Circular 22/95 apply and Corncrake/Traonach LIFE, may require sight of Tax Clearance Certificates for any subcontractor where payments exceed €2,600. Forms are attainable from the following address: Office of the Revenue Commissioners, Sarsfield House, Limerick. Where a Tax Clearance Certificate expires within the course of the contract, Corncrake/Traonach LIFE reserves the right to seek a renewed certificate. All payments under the contract will be conditional on the contractor(s) being in possession of a valid certificate at all times.

24. The successful tenderer shall be responsible for the delivery of all services provided for within the contract on the basis of a fixed price agreement set at the beginning of the contract. Prices quoted in the tender cannot be increased during the currency of the tender.

25. CTCP retains the right to withhold payment where a contractor has failed to meet his/her contractual obligations in relation to the delivery of services to an acceptable level of quality.

26. CTCP will not be liable in respect of any costs incurred by tenderers in the preparation of tenders or any associated work effort.

27. The successful tenderer shall be responsible for the delivery of all services provided for within the contract on the basis of a fixed price agreement set at the beginning of the

contract. Prices quoted in the tender cannot be increased during the currency of the tender. Similarly, terms and conditions cannot be altered.

28. RFT is an invitation to tender and contains no contractual offer of any kind. Any submission will be regarded as an offer by the Tenderer and not as an acceptance by the Tenderer of an offer made by CTCP. No contractual relationship will exist except pursuant to a written contract signed by CTCP and any successful Tenderer for specific services CTCP is under no obligation to appoint any Tenderer as a result of this competition. Tenderers should note that receipt of an offer does not guarantee appointment as a Service Provider even if that offer contains what appears to be an acceptable proposal. Submission of a proposal will not form a commitment on the part of CTCP to enter into a contract with any party.

29. The successful Tenderer must abide by all Health and Safety requirements under the Safety, Health and Welfare at Work Act 2005 and any other Acts amending those Acts and with any Statutory Instruments or Regulations issued there under.

30. There may be a provision for an extension for a further year up to a maximum of two years subject to agreement including costs.

31. This contract is for one supplier who will be working full time of the project from the dates quoted above, with provision for an extension for a further 7.5 months during the same time period 2025 - up to a maximum of two years subject to agreement including costs