

Richard J. N. Sands

MA MSc CEnv MCIEEM

Qualifications and Professional Memberships

- **MA** previously BA (Hons) Biological Sciences from Oxford University – First Class (plus the Gibbs Book Prize for Zoology awarded by the University)
- **MSc** Marine Resource Development and Protection from Heriot-Watt University – Distinction.
- **CEnv** = Chartered Environmentalist.
- **MCIEEM** = Member of Chartered Institute of Ecology and Environmental Management.

Relevant Experience

Owner Adonis Ecology 2005-2007, Owner/MD of Adonis Ecology Ltd. 2007- Present

- Responsible for ensuring high standards are met for prompt service, keeping clients informed, and enabling clients to successfully undertake their developments in compliance with wildlife legislation and planning policy.
- Experience of managing staff and sub-consultants on a wide range of ecology projects relating to e.g. construction of industrial premises, housebuilding, PFI schemes, wind farms, solar sites, building conversions, basement extensions, mineral extraction and road schemes.
- Undertaken Phase 1 Surveys and botanical surveys, protected species surveys including for newts, bats, reptiles, badgers (Great Crested Newt licence holder and Bat licence holder), invertebrate surveys and monitoring.
- Reports consistently written to high standard including for planning appeals and Public Inquiries.
- Efficient systems put in place to ensure smooth management of projects and quality assurance through ISO 9001:2000.

Consultant Ecologist with RPS 2003-2005

- Managed projects for large and small developments and achieved a high level of client satisfaction.

- Wrote and audited reports and ecology/conservation management plans and reports for Planning Appeal Hearings and Public Inquiries.
- Undertook Phase 1 Habitat, scoping and protected species surveys including for bats, reptiles, badgers, newts and also entomological/invertebrate surveys.
- Contributed chapters to book on standard biodiversity methods for ecological consultants.
- Carried out Great Crested Newt and Medicinal Leech translocation.

Entomologist with Broom's Barn Research Station (part of Rothamsted Research) 1999-2003

- A number of scientific papers and articles published on effects of different crop management techniques on biodiversity.
- Contributed to the writing of standard protocols used in a large project for Defra.
- Managed teams of staff in the field.

Ecology Training for Continuing Professional Development – Some of the Courses Attended

- Phase 1 Habitat Survey IEEM course.
- Introduction to Grasses FSC course.
- Wildflowers of Coasts and Shorelines.
- A Weekend on Badgers FSC course.
- A Weekend on Bats FSC course.
- Otters and other riverside mammals (included Water Vole) FSC course.
- Dormouse Ecology FSC course.
- British amphibians and reptiles FSC course.
- Giving Evidence at Public Inquiry IEEM course.
- Beetles Rothamsted Course.
- Gastropods Rothamsted Course.
- Introduction to management BBSRC course.
- Scientific writing BBSRC course.

- Presentation skills BBSRC course.
- Use of Genstat for statistics BBSRC course.
- First Aid at Work.

A list of publications is available on request.