

BASE-Line EIP - Restoring Soil Health and Enhancing Biodiversity through Regenerative Agriculture



An Roinn Talmhaíochta,
Bia agus Mara
Department of Agriculture,
Food and the Marine



Co-funded by
the European Union



Project Manager in Regenerative Agriculture

Job Specification & Person Specification & How To Apply

Closing Date: 5pm on Friday, 19th September, 2025.

Job Title: Project Manager

Project Description: The BASE-Line European Innovation Partnership (EIP) is a 4½ year regenerative agriculture project seeking to implement, evaluate and promote regenerative agriculture practices to restore soil health, increase biodiversity, and improve the resilience of farming systems in Ireland. Co-funded by the European Union and the Department of Agriculture, Food and Marine, the BASE-Line EIP fully adheres to the aim of EIPs, funded to test new ideas and practices, which can then be used widely by farmers, and others, to improve productivity and enhance resource efficiency.

Employer: BASE Ireland is the Project Lead and will be the employer of the small project team. BASE (Biodiversity, Agriculture, Soil and Environment) Ireland is part of an international community of farmers and agriculture professionals committed to advancing the knowledge and practice of Regenerative Agriculture (RA). The BASE-Line EIP focuses on identifying key RA techniques such as no-till farming, diverse crop rotations, cover cropping, composting, livestock integration, and combi-cropping. It will also investigate social, economic, and environmental impacts to develop scalable models for integrating RA into conventional farming.

Role & Purpose: This is an exciting new position with BASE Ireland, who are the lead partner with the BASE-Line EIP. The EIP was co-designed by BASE Ireland, its member farmers, South East Technology University, UCD and supported by a wide range of professionals working in regenerative agriculture in Ireland. The Project Manager will be responsible for the overall implementation of the project, under the oversight of BASE Ireland and an experienced Operational Group.

Reporting To: The Project Manager's work will be directed by the core management team and the EIP Operational Group. The Project Manager will report directly to the EIP Project Lead (BASE Ireland Chairperson). All employer/employee-related matters (key performance indicators, contract queries, timesheets, leave, etc.) will be dealt with by the Project Lead. In addition, the Project Manager will be expected to present monthly reports (technical and financial) to the wider EIP Operational Group.

Key Areas of Responsibility:

Project Implementation

- Lead and coordinate the implementation of the various EIP work packages under the direction of the Project Lead and the EIP Operational Group;
- Provide all required support and leadership to the EIP Operational Group;
- Lead on all reporting and liaison with Department of Agriculture, Food and the Marine;
- Help collate, monitor, support the analysis of the research data generated (ecological, social, economic);
- Direct and oversee external contractors working on the BASE-Line EIP;
- Coordinate project tasks and timelines across multiple farms and coordinate the role of stakeholders;
- Help organise research resources and liaise with academic and field teams.

Staff Management:

- Provide management support to the Communications and Administrative Coordinator (part time position) and oversee his/her workload in line with the various EIP work packages;
- Complete annual performance appraisal reviews with the Project Officer;
- Approve and sign off timesheets, leave requests and expenses claims.

Financial Management:

- Act as the main point of contact with DAFM on all financial matters;
- Manage all project budgets (administration and farmer payments) across all key work packages;
- Track and monitor all project expenditure (including all quarterly and annual estimates);
- Work with the Project Lead to ensure full and timely compliance with the DAFM Grant Agreement;
- Ensure the efficient financial management of the project;

Communications, Outreach and Promotion:

- Organise and partake in outreach events including farm demo events;
- Organise workshops, peer to peer learning and knowledge-sharing platforms;
- Engage with farmers, advisors, and cluster members to facilitate project collaboration;
- Support the development of promotional materials to enhance project identity, project visibility, and help disseminate results related to regenerative agriculture in Ireland and internationally;
- Create content for publication on social medial platforms in conjunction with the Comms Coordinator;
- Support the drafting and dissemination of policy briefs and project communications in collaboration with the Communications and Administrative Coordinator and the BASE-Line EIP Operational Group.

Reporting and Compliance:

- Lead the preparation of all reports to the DAFM and the EIP Operational Group on project activity;
- Ensure evaluation and monitoring processes are implemented effectively;
- Ensure effective project administration, including records are properly and accurately maintained and that appropriate statistical information is provided;
- Represent the project in meetings, networking events, various fora, conferences, etc.
- Ensure compliance with all relevant legislation including GDPR.

The above job description is not intended to be a comprehensive list of all duties. Consequently, the Project Manager may be required to perform other duties as appropriate to the post, which may be assigned to them by the Project Lead and BASE-Line EIP Operational Group to contribute to the implementation of the EIP.

Project Manager - Person Specification

Essential Experience:

- At least six years' experience in project management ideally in the farming / environmental sector;
- A proven interest and knowledge in agriculture (ideally RA), biodiversity, or sustainable land use;
- Comprehensive proven track record in successfully delivering State or EU funded agri-environmental programmes or related projects (EU LIFE projects, EIPs, etc.);
- Understanding of ecological and/or agricultural systems, especially those related to regenerative agriculture, conservation agriculture, and Irish farming systems;
- Experience in the preparation and monitoring of farm plans;
- Excellent communication and interpersonal skills;
- Full clean EU driving licence and access to own transport

Other Essential Requirements & Attributes:

- Have proven leadership skills;
- Be highly self-motivated with a proven ability to work under their own initiative;
- Have strong organisational and time management skills;
- Have a positive, enthusiastic, pragmatic, solution driven work focus;
- Be flexible in their approach to work, with an interest in getting work packages delivered;
- Have exceptionally strong communication skills;
- Be willing to actively participate as part of a wider multidisciplinary team;
- Have an ability to manage their own workload, ensuring that the work of the EIP is carried out on schedule and to a high professional standard.

Desirable Qualifications: It is expected the project manager will have a relevant third-level qualification in project management, agriculture, ecology, environmental science, or related discipline. Ideally this would be:

- MSc or PhD in a relevant discipline (agricultural or environmental science, project management, etc.);
- Prior project management experience, particularly in research projects, EU LIFE Projects, or EIPs;
- Experience with data collection and analysis, including social research methods, in a research setting;
- Familiarity with management of complex budgets and reporting to funders;
- Experience engaging with farming communities and knowledge exchange networks;

Other Relevant Information: The successful candidate will:

- Have proven experience delivering complex, multi-stakeholder projects, involving multiple actors (farmers, researchers, scientists, 3rd level institutes, external contractors, etc.) working collaboratively;
- Possess excellent facilitation and report writing skills;
- Have good problem-solving and organisational skills;
- Be able to demonstrate excellent leadership skills with an ability adapt and respond to partners;
- Have the ability to manage multiple stakeholders and associated risks;
- Be proficient in project management software (e.g., Trello, Basecamp, Asana, etc.), and use and value;
- Be proficient in MS Office packages including Word, Excel, Outlook, programme databases, and SharePoint. Have proficiency with other basic project tools (e.g., Google Drive, Zoom, etc.)

Project Manager - Terms and Conditions

- Salary:** Salary will be commensurate with qualifications and experience and will be in region of €55,000 to €65,000 p.a.
- Duration:** A fixed-term, fixed purposes, contract (full-time) for 4.25 years will be offered subject to probation and satisfactory performance.
- Probation:** A probation period of six months will apply, which may be extended.
- Hours:** 37.5 hours per week. The post will involve some evening meetings and week-end work. The BASE-Line EIP operates a Time Off In Lieu (TOIL) policy for this work and no overtime will be paid.
- Annual Leave:** 23 days per annum (rising to a maximum of 25 days per annum)
- Travel & Subs:** Travel and subsistence will be paid in accordance with the BASE-Line EIP policy and financial management procedures.
- Location:** TBC with the successful candidate but likely to be remote (home) working with significant travel to BASE Ireland farm members
- Transport:** A full driving license and access to own transport is essential.
- Selection Process:** Selection may involve short listing of applicants for interview based on the criteria for the position as outlined in this job description and person specification.

<p>How To Apply: Please submit your Curriculum Vitae (max 4 page) and cover letter (max 2 page) by email to eipbaseline@gmail.com</p> <p>Please quote EIP Project Manager Application and Your Name in the subject line</p> <p>Please save and attach your CV as YOURNAME_CV</p> <p>Please save and attach your Cover Letter YOURNAME Cover Letter</p>
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- Important:** Please check your junk and spam folders throughout this recruitment campaign. does not accept any responsibility for missed communication.
- Closing Date:** The closing date for applications for this exciting role is **5pm on Friday, 19th September 2025**. Late applications will not be accepted.
- Interview Date:** It is likely interviews will take place the week of the **6th of October 2025**.

The BASE-Line EIP is co-funded by the European Union and the Department of Agriculture, Food and Marine. BASE Ireland (as the Project Lead) is an equal opportunities employer and will welcome applications from candidates of all backgrounds. BASE Ireland is committed to building a diverse, inclusive project team.