Technical Appendix 1.1: EIA Team

Department: ERM
Project: Bowshiel Solar Farm and BESS
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1. EIA TEAM

TEAM MEMBER	ROLE	EXPERTISE	QUALIFICATIONS
Keith Grant - ERM	Partner	Keith is a Partner at ERM with 18 years' experience of EIA and consents. He directs environmental input to a range of distribution and transmission projects for SSEN. Keith brings experience from a wide range of sectors including rail, trams, offshore wind, onshore wind, CCS, hydrogen, harbours and oil and gas.	• MSc Environmental Studies, Strathclyde University (2006) • BSc (Hons) Geography, Edinburgh University (2002)
Peter Rodgers - ERM	Partner	Peter is a Partner at ERM with over 18 years' experience as an environmental consultant across multiple sectors including renewable energy and infrastructure. He has a broad range of consulting experience including the management and delivery of environmental impact assessments.	• MSc Environmental Science, University of Ulster (2005) • BSc Environmental Science, University of Ulster (2004)
Ben Pizii - ERM	Associate Partner	Ben is an Associate Partner at ERM with 18 years' experience in leading both the technical and financial elements of complex projects. Ben has experience in natural resource management, impact assessment, environmental planning, and nontechnical risk management from a wide range of sectors.	• MSc Environmental Sustainability, Cardiff University (2004) • BSc Geographical Science, University of Plymouth (2000)
Ruaraidh O'Brien – ERM	Project Manager	Ruaraidh is a Chartered Environmentalist with over 20 years' experience in environmental planning and assessment. He leads multi-disciplinary teams in the delivery of large-scale, complex EIAs and has particular expertise in managing EIAs for renewable energy projects and large-scale transportation infrastructure. His wide-ranging experience also encompasses railways, pipelines, active travel, flood prevention, waste management, oil and gas and housing and mixed-use developments.	• MSc Environmental Impact Assessment • BSc Physical Geography, University of Aberdeen (1996) • Chartered Environmentalist • Full member of the Institute of Environmental Management and Assessment (IEMA)

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			- IEMA registered Environmental Auditor
Rachel Turner - ERM	Project Manager and Greenhouse Gas Lead	Rachel has over 25 years' experience in the renewables, energy, power and finance sectors. Rachel is experienced in the development and delivery of sustainability projects that cut carbon emissions.	- MSc Ecology, Bangor University (1998) - BSc Geography, University of Birmingham (1997)
Magnus Woods - ERM	Project Manager	Magnus is an Environmental Consultant ERM in January 2023, Magnus has worked project managing several onshore renewable developments across the UK and Ireland, at various stages of the planning process.	- MSc Environmental Management, University of Glasgow (2023) - PhD Solar Physics, University College London (2019) - MSci Physics and Astronomy, University of Glasgow (2015) - Graduate Member of the Institute of Environmental Management and Assessment (IEMA)
Kirsty Leach - ERM	Assistant Project Manager	Kirsty is a Consulting Associate with 10 months' experience in EIA Report writing and coordination of renewable projects in Scotland. She is a recent graduate with a strong academic experience in EIA processes.	- BSc (Hons) Social & Environmental Science, University of Cape Town (2022)
James Lumsdon – ERM	Assistant Project Manager	James has 10 years' multi- role experience in EIA and planning of infrastructure projects for developers, local authorities and statutory bodies. James has skills in EIA coordination, environmental assessment, land use impacts, cumulative effects, options appraisal and environmental (primarily flood risk activity) permitting with a range of organisations such as the Environment Agency and Marine Management Organisation.	- MSc Environmental Management, University of Edinburgh (2013) - BSc Environmental Management, Scottish Agricultural College (2012)

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Ryo Kikuchi – ERM	Planning Lead	Ryo is in the planning team and has over 7 years' experience working in the fields of town and country planning. Ryo has gained experience in both project management and planning roles in the solar, battery energy storage systems (BESS) and onshore wind sectors. His experience includes planning services in various development stages, including feasibility; pre-application consultation; preparation of required planning documentation; planning submission; post-submission consultation; and post-consent discharge of conditions.	- MPI Urban Development, Toronto Metropolitan University (2017) - BA City Studies, University of Toronto Scarborough (2015)
Christian Holliday - ERM	Planning Reviewer	Christian is a Principal Consultant with 19 years' professional planning experience. He has successfully led consenting requirements in a wide range of sectors, including underground gas storage and electricity generation, battery energy storage systems (BESS), logistics/B8, regeneration, rail, infrastructure, residential and airport related development. Christian has a wide range of experience as part of multi-disciplinary teams to deliver consents in all forms, including Development Consent Orders, Transport and Works Act Orders and under the Town and Country Planning Act.	- MSc Town & Country Planning, University of the West of England (2007) - MSc Urban Planning, Cardiff University (2002) - BSc Environment, Development & Policy, Swansea University (2001)
Ruth Knight – Abseline	Landscape and Visual	Ruth is a Technical Director at Abseline with over 20 years' experience. She works primarily as an expert in Landscape and Visual Impact Assessments (LVIA) and visualisation both undertaking assessment and acting as an expert witness. Her expertise has been applied to a wide range of projects including a range of infrastructure projects.	- MA Planning Policy and Practice, London South Bank University - BA (Hons) Landscape Design with Town Planning, The University of Sheffield (2001)
Mary Fisher – Abseline	Landscape and Visual	Mary is a Partner at Abseline with over 20 years' experience. She works primarily as an expert in LVIA and visualisation both undertaking assessment and acting as an expert witness. Her	MA Landscape Architecture, University of Greenwich (2001)

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		expertise has been applied to a wide range of projects including a range of infrastructure projects.	• BSc (Hons) Chemistry/ Maths/ Computing, University of Leicester (1991)
Mark Evans - Abseline	Landscape and Visual	Mark is a Landscape Planner and Partner at Abseline with over 10 years' experience. He works primarily as an expert in LVIA and visualisation both undertaking assessment and acting as an expert witness. His expertise has been applied to a wide range of projects including a range of infrastructure projects.	• PGDip Landscape Architecture, University of Gloucestershire (2011) • BSc Ocean and Earth Science, University of Southampton (2008)
Chris Morley - ERM	Cultural Heritage Reviewer	Chris has over 20 years' experience of working in the heritage sector, working as a commercial archaeologist and Project Manager on a range of energy, transport and nationally important infrastructure schemes across the UK. Chris has worked exclusively within Scottish projects since 2016.	• BA (Hons) Archaeology, University of Reading • MPhil Landscape Archaeology, University of Oxford • Member of the Chartered Institute for Archaeologists
Chris Swales – ERM	Cultural Heritage Lead	Chris has over 20 years' experience of working in commercial archaeology. He has extensive experience of management of terrestrial fieldwork projects across the renewables, utilities, transport and housing sectors with works ranging from large scale excavations to evaluation trenching and historical building survey.	• BA Archaeology & Prehistory, University of Sheffield (2002)
Lauren Reid – ERM	Cultural Heritage Support	Lauren has over 5 years' experience of working in the heritage sector, working with a mixed background of commercial archaeology and heritage consulting.	• MA Archaeology & Anthropology, University of Edinburgh (2019) • BSc Biology & Environmental Studies, Heriot Watt University (2018) • Member of the Chartered Institute for Archaeologists

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Nicholas Wright - ERM	Ecology Technical Reviewer	Nicholas is an Associate Director and has over 14 years of consultancy experience. Nicholas has extensive experience carrying out and co-ordinating ecological surveys throughout Scotland. Nicholas has worked on a wide variety of projects, primarily large to small-scale onshore wind farm developments, as well as other sectors such hydro, solar, battery storage, infrastructure, aquaculture and residential and commercial development.	• MSc Ecology & Biodiversity, University of Glasgow (2005) • BSc Environmental Biology, University of the West of Scotland (2004)
David Milburn - ERM	Ecology Lead	David has 12 years' experience working within the ecological sector, including six years within a statutory organisation (the Environment Agency) and six years within consultancy. David has extensive experience of coordinating and undertaking a variety of protected species, and report writing including Habitats Regulations Assessment and Ecological Impact Assessment.	• BSc Zoology, Liverpool John Moores University (2006) • Member of Chartered Institute of Ecology and Environmental Management
Jennifer Bonner - ERM	Ecology Support	Jennifer Bonner is a Consulting Associate, specialising in renewable energy and ecological projects. She is a recent graduate with a strong academic background in ecology and environmental impact assessments. Jennifer has extensive knowledge in statistical analysis and Geographic Information Systems where she supports projects by providing detailed analytical assessments.	• MSc Biodiversity, Conservation & Management, Trinity College Dublin (2024) • BSc Zoology, University College Dublin (2023) • Member of the Chartered Institute of Ecology and Environmental Management (CIEEM)
Monica Wood - ERM	Ecology Support	Monica has 6 years of ecological consultancy experience; having worked within the residential, commercial, and public sectors. Her role includes delivering field surveys, conducting data analysis, producing comprehensive reports, and actively liaising with clients and other stakeholders. She can provide support across all development phases, including site selection, planning application, input into site	• MSc Ecology, University of Newcastle Upon Tyne (2016) • BSc Biology, University of Sussex (2015)

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		design, advice on mitigation and licensing requirements, assistance in discharging ecological conditions, and ongoing support during construction and monitoring.	
Matt Slaymaker - ERM	Ornithology Lead	Matt has 20 years working in bird survey and conservation, including 10 years in the consultancy sector. Matt is an ecologist specialising in Ornithology within the Renewables team. He has worked on a range of conservation projects around the world and since working at ERM has specialized in the renewable energy sector, including all aspects of developments from feasibility through to post-construction monitoring.	• PG Cert Ecological Survey Techniques, Oxford University (2017)
Graham Sparshott - WSP	Ornithology	Principal ornithologist specialising in planning and executing bird surveys with over 30 years' experience in ornithology. Graham has worked within the ecology and environmental consultancy sector since 2009. During this time, he has planned and undertaken bird surveys, managed data, and produced ornithological technical reports, EIA chapters and HRA screenings for numerous wind farm projects, power line developments.	• BTec National Diploma in Rural Studies • Associate Member of CIEEM
Thomas Goater – WSP	Ornithology	Associate ecologist.	• BSc (Hons), MSc, MCIEEM
Jon Seller – WSP	Ornithology	Jon is an International Biodiversity Specialist and Chartered Ecologist with over 18 years' of consultancy experience. He specialises in ecology survey and assessments with a particular focus on onshore renewables, energy transmission and industrial developments.	• MSc Natural Resource Management, University of Edinburgh (2005)
Robbie Watt – WSP	Ornithology	Robbie is an Associate Director with over 15 years of experience. He is experienced in the production of Preliminary Ecological Appraisal, Ecological Impact Assessment and Habitats Regulations Appraisal.	• MSc Molecular Ecology, Lund University (2010)

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			- BSc Zoology/ Animal Biology, University of Glasgow (2007)
Isabel Romero – SLR Consulting	G&G Assessment Technical Lead	Isabel is a Senior Consultant in SLR Consulting's Energy Advisory (EA) team with 6 years' experience. Her primary focus is on solar technology and has additional experience in onshore wind, renewable heat, and other low-carbon technologies. Isabel excels in data analysis, engineering design, sustainability initiatives, and client-focused deliverables. Isabel plays a pivotal role within the design team, where she is responsible for designing layouts for multi-MW-scale PV plants, ranging from high-level pre-planning designs to detailed third-party design reviews and pre-construction. She proficiently employs software tools like AutoCAD, PVCase, and RatedPower for design work, and PVSyst for Energy Yield Assessments (EYA). She collaborates closely with SLR Consulting's Planning team.She is also a leading expert in G&G studies, utilising ForgeSolar's GlareGauge tool and the industry-standard Solar Glare Hazard Analysis Tool (SGHAT) methodology to perform detailed and reliable assessments. Her work ensures that projects meet planning requirements while minimising potential glare impacts on sensitive receptors.	- MEng Chemical Engineering, Universidad Autonoma de Madrid and Heriot-Watt University - MSc Renewable Energy, Edinburgh Napier University - AMEI – Associated Member of the Energy Institute
Briony McIntosh - ERM	Water Environment Lead	Briony is a chartered hydrologist (MCIWEM C.WEM, CEnv) with over 8 years' experience delivering applications for wind and solar projects across the UK. Briony produces and oversees the delivery of EIA chapters, Flood Risk Assessments, Outline Drainage Strategies, and hydraulic modelling for various renewable energy and infrastructure projects in the UK.	- MSc Earth Sciences, University of Edinburgh

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Reagan Duff - ERM	Water Environment Lead	Reagan has 4 years' experience supporting in the delivery of Section 36 and Town and Country Planning applications for some of the largest wind farm projects in the UK. As part of the Hydrology Team Reagan produces and oversees the delivery of EIA chapters, Flood Risk Assessments, Sustainable Drainage Strategies and hydraulic modelling for various renewable energy and infrastructure projects in the UK and internationally.	• BA (Hons) Geography, University of Sheffield (2019) • Member of Chartered Institution of Water and Environmental Management
Caitlin McKellar - ERM	Water Environment Support	Caitlin has 7 years' experience supporting in the delivery of a wide range of hydrology and flood risk management projects across the UK for clients such as SEPA, Environment Agency, lead local flood authorities and water companies. As part of the Hydrology Team Caitlin produces and oversees the delivery of Flood Risk Assessments, EIA chapters, GWDTE Assessments, PWS Assessments and Sustainable Drainage Strategies for various renewable energy and infrastructure projects in the UK and internationally.	• MSc Water and Environmental Management, Herriot Watt University (2017) • MA Geography, University of Glasgow (2016)
Michael Maclean - ERM	Water Environment Support	Michael is a Consulting Associate who joined ERM in August 2024 in the Hydrology and Flood risk team. A key role Michael plays is researching and assessing impacts that could occur to the water environment from renewable energy and infrastructure projects in the UK. Michael uses this information to produce EIA's and Flood Risk Assessments for proposed sites.	• MSc Environmental Management, University of Stirling (2024) • BSc Environmental Geography, University of Stirling (2020)
Tomos ApTomos - ERM	Geology and Soils Environment Lead / Technical Reviewer	Tomos has a strong background in infrastructure design, planning and construction supervision based on previous experience in design consultancy, maintenance operations and site management, with 25 years' experience. Since joining ERM, Tomos has been heavily involved in both pre and post consent phases of renewable energy	• BEng (Hons) Civil Engineering, University of Salford (1996) • HND Civil Engineering, University of Wales NEWI (1994)

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		projects ensuring buildability and construction risk management are a consideration from inception stage.	• Member of Institution of Highways and Transportation (MIHT)
Emma Thompson - ERM	Geology and Soils Environment Lead	Emma is a consultant at ERM with 3 years' experience working in the geology sector, contributing towards several Environmental Impact Assessments and applications for renewable energy and infrastructure projects across the UK including wind farms, electricity transmission routes, and pumped hydro schemes. Emma's experience is predominantly focused on the impact on geology and peatland, including the identification of key geological features and the assessment of potential instability and management of peat and soils across proposed sites.	• MSc Applied Geosciences (GeoEnergy), University of Edinburgh (2021) • BSc (Hons) Geology & Petroleum Geology, University of Aberdeen (2020)
Vikki Spence - ERM	Geology and Soils Environment Support	Vikki Spence is a Senior Consultant with over 7 years' experience working in the geology sector. Vikki produces EIA Chapters, RAG Assessments and comments for Consultees surrounding the development of renewable energy and infrastructure projects and the difficulties that comes with development within peatlands.	• BSc Earth Science, University of Glasgow (2017)
Frank Ocran - ERM	Traffic and Transport Lead & Technical Reviewer	Frank is a Principal Transport Planner with over 10 years' experience working on transport planning projects in the UK and has gained a breath of experience on a wide range of topics including development planning and management, transport appraisal, travel planning and traffic engineering. Frank is the lead transport expert for a number of renewable energy projects.	• MCIHT, Chartered Institution of Highway and Transportation (2009) • MTPS, Transport Planning Society (2014) • MSc Transport Planning & Engineering, Edinburgh Napier University (2007)
Andrew Reid - ERM	Traffic and Transport Support	Andrew has over 2 years' experience working in the transport sector, contributing towards several Environmental Impact Assessments and applications for renewable energy and infrastructure projects across	• MSc Geography, University of Aberdeen (2019)

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		the UK. Since joining ERM in January 2024 Andrew has worked on EIA assessment, transport statements and scoping reports.	
Will Kerr - ERM	Noise and Vibration Lead	Will is a Managing Technical Consultant with over 10 years' experience in acoustic consultancy. Will's diverse project portfolio has included provision of technical expertise in infrastructure, power, industrial, and buildings industries. Since joining ERM Will has been the lead noise and vibration expert for a number of renewable energy projects ensuring adverse impacts are adequately mitigated at early design stages.	• MSc Acoustics, University of Southampton (2015)
Vasco Baptista - ERM	Noise and Vibration Support	Vasco has over 2 years of experience in environmental acoustics with a focus on surveying, modelling and write-up of industrial noise impact assessments, and residential planning applications. In particular, at ERM he has worked on projects involving the assessment of impact from large scale power production developments such as solar farms, wind farms, hydrogen storage/production and battery storage facilities.	• MSc Acoustics, Solent University (2021) • BA Music Technology, Coventry University (2019)
Claire Lawless - ERM	Socio-economics Reviewer	Claire has 24 years' consulting experience in environment, sustainability, transport, infrastructure, property, and energy sectors. She provides social and economic advice and stakeholder engagement across diverse projects in the energy, property, water, environment, and transport sectors. Claire advises on social value, social and economic impact for ESG, social license to operate and other planning and decision-making purposes.	• BA Economics and Public Policy, Leeds Metropolitan University • Member of Institute of Environmental Management and Assessment (IEMA)
Catriona MacDonald - ERM	Socio-economics Lead	Catriona is a Managing Technical Consultant with over 9 years' experience of working on socio-economic assessment for projects in the transport, energy and water sectors, covering employment and	• MA (Hons) Economic and Social History, University of Glasgow (2008)

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		supply chain, tourism, recreation and health aspects. Her recent experience includes assessing the tourism and recreation effects for the DCO of a major linear infrastructure project in the water sector. Since joining ERM in April 2024, Catriona has worked on a range of onshore and offshore renewables projects, in Scotland and across the UK.	• MSc (SocSci) Social History, University of Glasgow (2009) • PhD Economic and Social History, University of Glasgow (2013)
Harrison Scott - ERM	Socio-economics Support	Harrison has over 5 years' experience in economic and socio-economic consulting. Harrison is experienced in producing policy reviews, socio-economic impact assessments and social value strategies on behalf of investors. Since joining ERM in April 2024 Harrison has worked on several renewable EIA assessments.	• MA Local and Regional Development, Newcastle University (2018) • BA Geography, Newcastle University (2017)
David Neilson - ERM	Greenhouse Gas Technical Reviewer	David joined ERM in 2007 and is now in the Energy and Climate Change team and is using his technical and management systems experience to help clients understand and manage their performance in these areas as they navigate their way through the low carbon energy transition. This includes GHG inventory definition, management system approaches to reducing energy usage and GHG emissions, independent assurance, and developing GHG accounting tools and methodologies.	• Diploma Engineering Management, Engineering Management Partnership (2005) • MSc Chemical Engineering with Environmental Management, University of Bath (1997)
Ian Grant - ERM	Major Accidents and Disasters Lead	Ian is a Managing Consultant with 9 years' international environmental consulting experience providing project management oversight for renewable energy, contaminated land, and technology developments in Ireland and the UK. Ian has a comprehensive background in environmental assessment, permitting, waste management, energy policy consultation and regulatory engagement for a variety of industrial, commercial and government Clients. Ian has proven to be adaptable and dynamic, having worked in multiple	• MSc Environmental Policy & Planning, University College Dublin • BSc History & Geological Science, Hamilton College

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		sectors including renewables (onshore wind, landfill gas, and solar), technology (data centres and technology campuses), contaminated sites remediation, and waste	
Rachel Woods - ERM	GIS and Digital Visualisation Lead	Rachel has over 3 years working with GIS, her role at ERM involves mapping and digitising information and producing figures to support a wide range of projects. Since joining ERM in October 2023 Rachel has worked on the creation of many GIS figures.	• BSc Environmental Earth Science & Geography, University of Queensland (2021)
Jamie Smith - ERM	GIS and Digital Visualisation Support	Jamie is a Consulting Associate working within the GIS team. Jamie's role involves mapping and digitising information and producing figures to support a wide range of projects. Since joining ERM in December 2024 Jamie has worked on the creation of many GIS figures.	• MSc Sociology, University of Edinburgh (2024) • BSc Geography, University of Edinburgh (2021)