



PREPARED FOR



# Appendix 4.1

ERM EIA Team

DATE  
10.07.2024

REFERENCE  
0699566



## DOCUMENT DETAILS

DOCUMENT TITLE	Appendix 4.1
DOCUMENT SUBTITLE	ERM EIA Team
PROJECT NUMBER	0699566
DATE	10.07.2024
VERSION (delete field if unneeded)	01
AUTHOR	Lucy Soeder
CLIENT NAME	SSEN Transmission

## DOCUMENT HISTORY

				ERM APPROVAL TO ISSUE		
VERSION	REVISION	AUTHOR	REVIEWED BY	NAME	DATE	COMMENTS
Version	000	Name	Name	Name	D Month Year	
1.0		Lucy Soeder	Stephen Clark	Keith Grant	15.07.2024	

## ***EIA Quality***

The EIA Quality Mark<sup>1</sup> is a scheme operated by the Institute of Environmental Management and Assessment (IEMA) that allows organisations that lead the co-ordination of statutory EIAs in the United Kingdom (UK) to make a commitment to excellence in their EIA activities and have this commitment independently reviewed. The EIA Quality Mark is a voluntary scheme, with organisations free to choose whether they are ready to operate to its seven EIA Commitments;

- **EIA Management:** Commitment to using effective project control and management processes to deliver quality in the EIAs co-ordinated and the Environmental Statements produced.
- **EIA Team Capabilities:** Commitment to ensuring that all EIA staff have the opportunity to undertake regular and relevant continuing professional development.
- **EIA Regulatory Compliance:** Commitment to delivering Environmental Statements that meet the requirements established within the appropriate UK EIA Regulations.
- **EIA Context & Influence:** Commitment to ensuring that all EIAs coordinated are effectively scoped and that they transparently indicate how the EIA process, and any consultation undertaken, influenced the development proposed and any alternatives considered.
- **EIA Content:** Commitment to undertaking assessments that include: a robust analysis of the relevant baseline; assessment and transparent evaluation of impact significance; and an effective description of measures designed to monitor and manage significant effects.
- **EIA Presentation:** Commitment to deliver Environmental Statements that set out environmental information in a transparent and understandable manner.
- **Improving EIA practice:** Commitment to enhance the profile of good quality EIA by working with IEMA to deliver a mutually agreed set of activities, on an annual basis, and by making appropriate examples available to the wider EIA community.

ERM has held the Quality Mark (Q Mark) since 2020 and IEMA has continued to renew the Q Mark registration for our statutory EIAs in the UK. This is in recognition of ERM's commitment to excellence in EIA activities and our corporate pledge to take action to improve environmental practices.



---

<sup>1</sup> <https://www.iema.net/corporate-programmes/eia-quality-mark>

Team Member	Role	Expertise	Qualifications
Keith Grant - ERM	Project Director	Keith has 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.	<ul style="list-style-type: none"> <li>• MSc Environmental Studies (2006) Strathclyde University</li> <li>• BSc (Hons) Geography (2002) Edinburgh University</li> </ul>
Stephen Clark - ERM	Project Manager	Stephen has 17 years consultancy experience working as an ecologist in both engineering and environmental consultancies. Stephen's main area of expertise is associated with protected species survey, impact assessment, mitigation and project management on major infrastructure projects across a range of sectors.	<ul style="list-style-type: none"> <li>• MSc Wildlife Biology and Conservation, Edinburgh Napier.</li> <li>• BSc (Hons) Zoology, University of Edinburgh.</li> <li>• Full member of the Chartered Institute of Ecology and Environmental Management (MCIEEM),</li> <li>• Chartered Environmentalist (CEnv)</li> </ul>
Lucy Soeder - ERM	Assistant Project Manager	Having graduated with Distinction in MSc Environmental Consultancy, two years experience and gaining technical skills and experience in environmental and resource management, Lucy has knowledge of pollution control and remediation solutions, environmental risk assessments and business strategies for environmental compliance.	<ul style="list-style-type: none"> <li>• MSc Environmental Consultancy. Newcastle, University, UK, 2021.</li> <li>• BSc (Hons) Environmental Resource Management. SRUC / University of Edinburgh, UK, 2019.</li> <li>• Institute of Environmental Management and Assessment (IEMA) - Environmental Practitioner</li> </ul>
Kenneth Reid - ERM	Technical Advisor	Kenneth is a Principal Consultant with over 14 years' experience in supporting and managing complex, high-profile projects through the consenting process from early strategy development to operational phases. He is experienced in onshore consents strategy, options assessment, EIA, permissions and consents, condition discharge, and consents / environmental supervision during construction for new build overhead lines, cables and substations.	<ul style="list-style-type: none"> <li>• BSc Environmental Science, University of Plymouth</li> <li>• PG Cert Project Management, University of Strathclyde</li> <li>• PIEMA, and Chair of IEMA Scotland North RSG</li> </ul>
Niall Olds - ERM	Landscape and Visual Consulting Technical Director	Niall has over 25 years' landscape and environmental consultancy experience. Over the course of his career Niall has gained considerable experience at national and international levels in	<ul style="list-style-type: none"> <li>• Diploma Landscape Architecture (DiplA), Edinburgh College of Art (1998)</li> </ul>

		landscape planning matters related to major infrastructure projects, energy production projects and energy transmission.	<ul style="list-style-type: none"> <li>• BSc (Dual Hons) Landscape Design and Plant Sciences, University of Sheffield (1992)</li> <li>• Chartered Member of the Landscape Institute</li> </ul>
Chris Friel - ERM	Photography and Visualisation Consultant	Chris is an experienced photographer and visualisation artist, with 6 years experience, having worked on photorealistic stills and animation rendering, as well as real time, and virtual reality projects. Within ERM, Chris has assisted the Onshore Renewables Team, rendering photo-realistic 3D visualisation data and creating photomontages for visual impact assessments on a variety of projects, including solar and wind energy, architecture, marine fish farms and other developments.	<ul style="list-style-type: none"> <li>• M.A. 3D Design for Virtual Environments, Glasgow Caledonian University, Scotland, 2018</li> <li>• B.A. Hons 3D Computer Animation, Glasgow Caledonian University, Scotland, 2012</li> <li>• M.A. General Arts, University of Glasgow, Scotland, 1987</li> </ul>
Peter Wright - ERM	Ornithology Technical Director	Peter is a biodiversity Technical Director with over 18 years consultancy experience, undertaking biodiversity assessments for EIAs and HRAs. Since joining ERM Peter has managed and provided technical input to EIAs for numerous coastal and marine projects including oil and gas projects, aggregate dredging projects, offshore wind farms and ports. Peter routinely undertakes HRAs, including complex AAs relating to air quality impacts from conventional thermal power plants and from CCUS projects, as well as numerous HRA Screening and Appropriate Assessments for energy infrastructure projects in Scotland.	<ul style="list-style-type: none"> <li>• MSc Environmental Resource Assessment, University of Newcastle upon Tyne, UK, 2002</li> <li>• BSc Biology of Plants and Animals, University of Newcastle upon Tyne, UK, 2000</li> <li>• Member of the Chartered Institute of Ecology and Environmental Management (CIEEM)</li> </ul>
Callum Gilhooley - ERM	Ecology Managing Technical Consultant	Callum is an ecology and biodiversity specialist with 14 years experience. He manages the ecology and environmental aspects of a broad range of environmental projects and is experienced in coordinating and undertaking complex programmes of work. He is skilled at working within large, multidisciplinary project teams, engaging stakeholders to design strategic mitigation, and delivering achievable solutions.	<ul style="list-style-type: none"> <li>• Master of Biological Science, MBiolSci (Hons), Ecology, The University of Sheffield, UK, 2009</li> <li>• Associate Member of the Chartered Institute of Ecology and Environmental Management (CIEEM)</li> </ul>
Kate O'Connor - ERM	BNG Managing Technical Consultant	Kate is an environmental consultant with over 9 years experience. Her area of specialization includes the authoring of technical	<ul style="list-style-type: none"> <li>• MSc Wildlife Biology and Conservation (Distinction), Edinburgh Napier University, UK, 2014</li> </ul>

		<p>deliverables such as biodiversity net gain (BNG) assessment, habitat regulations assessment (HRA) and biodiversity assessments for international ESIA's for both national and international clients. Kate has worked across a range of clients and sectors including infrastructure, renewables, mining and oil and gas.</p>	<ul style="list-style-type: none"> <li>• BSc (Hons) Animal Management and Welfare, University of Lincoln, UK, 2006</li> <li>• Associate Member of the Chartered Institute of Ecology and Environmental Management</li> </ul>
Duncan Priddle - ERM	Ornithology Managing Technical Consultant	<p>Duncan is an ornithologist with 6 years' prior consultancy experience (Technical Lead) delivering on renewable energy / development projects within the Middle East and the UK, alongside 20 years' previous ornithology and conservation expertise as a former countryside officer and senior ranger. Duncan has a diverse background working with NGOs and conservation agencies delivering on species monitoring and habitat restoration, including protected species surveys, wetland bird surveys, breeding bird surveys, together with peatland restoration and grassland conservation.</p>	<ul style="list-style-type: none"> <li>• M.A. (Hons) Geography, University of Edinburgh, Scotland, UK, 1989</li> <li>• CMI (Chartered Institute of Managers) Level 3, 2018</li> <li>• CIEEM (Chartered Institute of Environmental and Ecological Managers), Full Member, 2015</li> </ul>
Leo Thomas -ERM	Cultural Heritage Managing Technical Consultant	<p>Leo is a cultural heritage and archaeology consultant focused on renewable development, with 11 years experience in Environmental assessment, field excavation and survey, as well as Geographic Information Systems (GIS). Leo has worked extensively on archaeological sites in across the UK. These represent a wide range of site types, relating to pre-commencement and construction phase investigations. He worked as an expert archaeological technician, supervisor, manager, and educator.</p>	<ul style="list-style-type: none"> <li>• MSc Geographical Information Systems (GIS), University of Leeds, 2017</li> <li>• BA Archaeology, Cardiff University, 2012</li> <li>• Computational Applications &amp; Quantitative Methods in Archaeology (CAA International and UK) - Member</li> </ul>
Nick Walker - ERM	Hydrology Principal Technical Consultant	<p>Dr Nicholas Walker is a Senior Consultant at ERM with seventeen years' research and consulting experience on a wide range of infrastructure, water resource and climate resilience projects in Africa. He is an experienced hydrological modeller and project manager. The Institute of Water Studies at University of the Western Cape appointed Nicholas as Extraordinary Senior Lecturer in September 2017 for a three-year term.</p>	<ul style="list-style-type: none"> <li>• Hydrology, PhD, University of KwaZulu-Natal, South Africa, 2005</li> <li>• Irrigation Engineering and Water Management MSc, University of Southampton, UK, 2000</li> <li>• Environmental Science, BSc HONS, University of Brighton, UK, 1995</li> </ul>

			<ul style="list-style-type: none"> <li>Registered Professional Natural Scientist (Pr. Sci.Nat.) in South Africa</li> <li>Member of the International Association of Hydrogeologists (IAHS)</li> </ul>
Reagan Duff - ERM	Hydrology Managing Technical Consultant	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.	<ul style="list-style-type: none"> <li>BA (Hons). Geography, University of Sheffield, UK, 2019</li> <li>Member of Chartered Institution of Water and Environmental Management</li> </ul>
Tomos Ap Tomos - ERM	Engineering Technical Director	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 projects ensuring buildability and construction risk management are a consideration from inception stage.	<ul style="list-style-type: none"> <li>BEng (Hons) Civil Engineering, University of Salford (1996)</li> <li>HND Civil Engineering, University of Wales NEWI (1994)</li> <li>Member of Institution of Highways and Transportation (MIHT)</li> </ul>
Gregor Hirst -ERM	Senior Engineer	Gregor has 7 years experience and is a Senior Engineer and Geology, Peat, and Soils team lead within ERM, developing and managing peat surveys and ground condition assessments across many projects including EIA scale projects. This includes Peat Slide Risk Assessment, Peat Management Plans, Borrow Pit Assessments and Contaminated Land Assessments.	<ul style="list-style-type: none"> <li>BSc (Hons) Environmental Management, Glasgow Caledonian University (2015)</li> <li>Institute of Environmental Management and Assessment – Affiliate member</li> </ul>
Frank Ocran - ERM	Principal Transport Planner	Frank is a Principal Transport Planner with over 10 years' experience working on transport planning projects in the UK, and has gained a breadth of experience on a wide range of topics including development planning and management, transport appraisal, travel planning and traffic engineering. He has gained experience in the different stages of the development planning process from policy	<ul style="list-style-type: none"> <li>Chartered Institution of Highway and Transportation, 2009 MCIHT</li> <li>Transport Planning Society, 2014 MTPS</li> <li>Edinburgh Napier University, 2007 MSc Transport Planning &amp; Engineering</li> </ul>

		reviews, stakeholder engagement, access strategies through to detailed transport assessments and using modelling techniques to develop future ready solutions to mitigate the impact of developments for a wide range of projects including residential, retail, education, office and mixed-use developments; as well as government & local authority projects.	
Neil McKay – Neil McKay Forestry	Forestry Consultant	An experienced chartered forester with a successful track record of forest management and forestry and ecology related tasks now specialising in renewables planning through EIA and forestry advice to developers. Providing specialist forestry input into renewables projects planning including Environmental Impact Assessment (EIAR) forestry chapters for more than 20 onshore renewable developments primarily in Scotland.	<ul style="list-style-type: none"> <li>• National Diploma in Forestry (1982)</li> <li>• Institute of Chartered Foresters, Professional Member (MICFor 1994) Regional Chair (2007 to present)</li> <li>• NEBOSH National Diploma in Occupational Safety and Health (2002)</li> </ul>
James Lumsden - ERM	Climate and Carbon Balance Consultant	James has ten years' multi- role experience in EIA and planning of infrastructure projects for developers, local authorities and statutory bodies. His experience spans multiple sectors including wind, solar, electrical infrastructure, highways, bridges, flood alleviation, marine licensing, coastal defence, land use and environmental permitting. 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.	<ul style="list-style-type: none"> <li>• MSc Environmental Protection and Management, University of Edinburgh, UK, 2012-2013</li> <li>• BSc (Hons) Sustainable Environmental Management, Scottish Agricultural College, 2008-2012</li> </ul>
Daniel Nixon - ERM	GIS and Digital Visualisation Managing Technical Consultant	Daniel is a managing technical consultant with 8 years' professional experience working in GIS. Daniel has been leading the GIS team on large-scale SSE infrastructure, renewables and transmission projects for over two years and has developed knowledge and understanding of the organisation's data and mapping requirements.	<ul style="list-style-type: none"> <li>• BSc. Geography, University of Leeds, UK, 2016</li> </ul>





# ERM

ERM HAS OVER 160 OFFICES ACROSS THE FOLLOWING  
COUNTRIES AND TERRITORIES WORLDWIDE

Argentina	The Netherlands
Australia	New Zealand
Belgium	Peru
Brazil	Poland
Canada	Portugal
China	Romania
Colombia	Senegal
France	Singapore
Germany	South Africa
Ghana	South Korea
Guyana	Spain
Hong Kong	Switzerland
India	Taiwan
Indonesia	Tanzania
Ireland	Thailand
Italy	UAE
Japan	UK
Kazakhstan	US
Kenya	Vietnam
Malaysia	
Mexico	
Mozambique	

**ERM's Edinburgh Office**

6th Floor,  
102 West Port,  
Edinburgh  
EH3 9DN  
T +44 131 221 6750

**[www.erm.com](http://www.erm.com)**