

## **Appendix A1.2: Statement of Competency**

- 1.1 This Appendix provides the statement of competence, as required by Part 1, Section 20C (8)(b) of the Roads (Scotland) Act 1984, as amended by the Roads (Scotland) Act 1984 (Environmental Impact Assessment) Regulations 2017.
- 1.2 Jacobs demonstrates competence in Environmental Impact Assessment (EIA) as follows:
  - Our Lead EIA coordinators are experienced EIA practitioners with depth of experience in EIA and hold Chartership status such as Chartered Environmentalist, Chartered Planner and/or Chartered Scientist. The Chartered status of our staff characterises them as knowledgeable, experienced, competent and committed environmental professionals.
  - Jacobs has been recognised by the Institute of Environmental Management and Assessment (IEMA) Quality Mark Scheme since its inception. The EIA Quality Mark is a voluntary scheme, operated by IEMA, through which EIA activity is independently reviewed on an annual basis. Our participation in this voluntary scheme highlights our commitment to delivering quality EIAs that are independently reviewed by an external professional body. Jacobs was one of the first organisations accredited with the IEMA EIA Quality Mark in 2011 when the Q-Mark was founded and has maintained this accreditation since then.

**Table 1: Qualifications and Experience of Project Team**

Name	Role	Qualifications	Experience in EIA
Peter Simpson	Environment Manager	MSc Environmental Resources, University of Salford BSc (Hons) Biological Sciences, University of Manchester Diploma in Acoustics and Noise Control, IOA Full Member Institution of Environmental Sciences (MIEnvSc) Chartered Environmentalist.	<ul style="list-style-type: none"> <li>• 25 years working for environmental consultancies and comprehensive experience in the development and delivery of EIA and environmental management projects involving multiple stakeholders and disciplines.</li> <li>• A Chartered Environmentalist and has fulfilled the role of Environmental Manager on several highway projects including the A96 Dualling, Inverness to Nairn DMRB Stage 3 Assessment and the A9/A96 Inshes to Smithton DMRB Stage 2 Assessment, as well as the Great Northern Highway upgrade in Western Australia.</li> <li>• Experienced in stakeholder consultation and has appeared as Expert Witness at six Public Inquiries in the UK.</li> </ul>
Susan McIvor	EIA Coordinator	BEng (Hons) Engineering with Management PgC Environmental Management and Protection PgC Sustainable Rural Development IRCA accredited ISO lead auditor Qualified CEEQUAL assessor Practitioner Member of the Institute of Environmental Management and Assessment (PIEMA)	<ul style="list-style-type: none"> <li>• Over 15 years of experience of environmental auditing and environmental management.</li> <li>• Extensive experience reviewing environmental policy and procedure documentation and providing expert analysis and advice on the environmental impacts associated with the design, operation and maintenance of highways projects.</li> <li>• CEEQUAL assessor for the design of improvement works for a 16km stretch of A82 Trunk Road between Tarbet and Inveraman, through the Loch Lomond and Trossachs National Park.</li> </ul>
Kate Lowe	EIA Technical Reviewer	MA Environment and Business. University of Leeds BSc Biology. University of Leeds Full Member Institution of Environmental Sciences (MIEnvSc) Chartered Environmentalist.	<ul style="list-style-type: none"> <li>• Over 12 years' experience in the environmental consultancy sector, managing the delivery of EIAs for large infrastructure developments (e.g. road schemes and wind farms).</li> <li>• EIA Coordinator for the Design Manual for Road and Bridges (DMRB) Stage 2 environmental assessment of the A96 Dualling Inverness to Nairn (including Nairn Bypass) scheme. Currently the EIA Coordinator for this project for the contract and procurement phase.</li> <li>• Coordinated the initial stages of the DMRB Stage 2 environmental assessment of the Pitlochry to Killiecrankie section of the A9 Dualling project and lead on the STAG appraisal for the A9/A96 Inshes to Smithton scheme (A9 Connections Study).</li> </ul>
Gillian Baillie	Town and Country Planning Lead	MA (Hons) Town Planning, Heriot-Watt University Chartered Member of the Royal Town Planning Institute (MRTPI)	<ul style="list-style-type: none"> <li>• Over 20 years of experience of town planning within both local authority and consultancy.</li> <li>• Led on planning policy assessments and consenting requirements across a number of significant and complex schemes including the Airdrie-Bathgate Rail Project, the Aberdeen Western Peripheral Route, the Edinburgh – Glasgow Improvement Programme (EGIP), A9 and A96 Dualling Inverness to Nairn (including Nairn Bypass).</li> </ul>

Name	Role	Qualifications	Experience in EIA
Hazel Peace	Air Quality Lead	PhD. Air pollution modelling and neural networks BEng (Hons) Communication and Control Member of the IET (Institute of Engineering and Technology) Member of the Aviation Group Executive Board of the US Transportation Research Board (AV000) Chair of the US Transportation Research Board International Aviation Committee Member of the US Transportation Research Board Committee on Environmental Impacts of Aviation, AV030	<ul style="list-style-type: none"> <li>Over 20 years' experience specialising in air pollution, and currently leading a team of approximately 20 air quality specialists.</li> <li>Led the Transport for Greater Manchester Clean Air Zone study and is/has been the air quality lead for a number of other projects, including Transport for London Ultra Low Emission Zone study, various highway assessment schemes, HS2 air quality assurance and the Western Rail Link to Heathrow project.</li> <li>Successfully project managed the delivery of large scale air quality assessments of regional, national and international importance, including general co-ordination and Quality Assurance, as well as financial and budgetary management.</li> </ul>
Abbie Smith	Air Quality Consultant	BSc (Hons) Geography and Town Planning Coventry University Associate Member, Institute of Environmental Management and Assessment	<ul style="list-style-type: none"> <li>Over 12 years' experience, specialising in air quality.</li> <li>Has experience in technical support for the delivery of air quality monitoring surveys and DMRB Stage 3 assessments.</li> <li>Has experience of working on large transport infrastructure schemes such as the A96 Dualling Inverness to Nairn (including Nairn Bypass), M6 Junction 16 to 19 Managed Motorway Scheme as well work on NO<sub>2</sub> Diffusion Tube Monitoring Scheme for the Highways Agency in the West Midlands and Kent.</li> </ul>
Dr Bernadette McKell	Noise Reviewer	PhD Acoustics Corporate Member of the Institute of Acoustics Fellow of the Institute of Civil Engineers Chartered Engineer	<ul style="list-style-type: none"> <li>Over 30 years of experience within the field of noise and vibration consultancy.</li> <li>Presented many papers on different elements of acoustics and presented evidence at many PLI's and Parliamentary Committees.</li> <li>Has extensive experience on various major multi-disciplinary highway and infrastructure projects, including undertaking the role of noise lead for the A9 Dualling project.</li> </ul>
Andrew Johnston	Noise Lead	Diploma in Acoustics and Noise Control Certificate of Competence in Environmental Noise Measurement Master of Engineering (Hons) Electrical Engineering with Electronics Corporate Member of the Institute of Acoustics	<ul style="list-style-type: none"> <li>Over 10 years of experience within the field of noise and vibration consultancy, particularly in environmental noise.</li> <li>Has significant experience in producing and reviewing noise assessment reports, both as standalone documents and as part of larger environmental reports.</li> <li>Has undertaken noise assessments as part of EIA on large transport infrastructure schemes such as the A9 Dualling project.</li> </ul>

Name	Role	Qualifications	Experience in EIA
Kate Smith	Landscape and Visual Lead	MA (Hons) Landscape Architecture, Heriot Watt University Chartered Member of the Landscape Institute	<ul style="list-style-type: none"> <li>Over 20 years' experience in landscape and visual assessment (LVIA), landscape design and in the preparation and coordination of environmental statements for major infrastructure projects.</li> <li>Involvement in the assessment process has continued through to expert witness for Public Inquiry, project management, environmental co-ordination, production of tender/contract documentation and site supervision/monitoring.</li> <li>Has extensive experience working on major infrastructure projects including the M80 Steps to Hags DMRB Stage 3 through to site supervision, the Aberdeen Western Peripheral Route DMRB Stage 2 &amp; 3 and site supervision support, Forth Replacement Crossing DMRB Stage 3 and LVIA lead on A96 Dualling Inverness to Nairn (Including Nairn Bypass) DMRB Stage 2 &amp; 3 and PLI expert witness.</li> </ul>
Mark Lancaster	Landscape and Visual Specialist Lead	BA (Hons) Landscape Architecture, Heriot Watt University Chartered Member of the Landscape Institute	<ul style="list-style-type: none"> <li>Over 25 years of extensive experience in environmental impact assessments, landscape design and management of highways projects.</li> <li>Has knowledge of all landscape related aspects of highway work from initial route selection stage through EIA, mitigation design, public inquiry, scheme aesthetics, contract preparation, construction and aftercare.</li> <li>Was landscape team lead for the DMRB Stage 2 landscape and visual assessment for the A96 Dualling: Inverness to Nairn (including Nairn Bypass) and for the Aberdeen Western Peripheral Route (AWPR) and acted as Environmental Coordinator and supervisor of the landscape and visual assessment for A90/A96 Haudagain Improvement.</li> </ul>
Niall Olds	Landscape and Visual Specialist	DipLA Landscape Architecture, Heriot Watt University BSc (Dual Hons) Landscape Design and Plant Sciences, Sheffield University Chartered Member of the Landscape Institute	<ul style="list-style-type: none"> <li>Over 20 years of experience in Landscape Architecture and Environmental Impact Assessment and has acted as an expert witness at Public Inquiry.</li> <li>Has experience in environmental impact assessment, landscape masterplanning and landscape design. Projects have included major infrastructure proposals, renewable energy developments, mixed-use and housing developments, industrial developments.</li> <li>Has been involved in the preparation of the DMRB Stage 2 and Stage 3 Landscape and Visual Impact Assessments to the A9 Dualling (Pass of Birnam to Glen Garry), the DMRB Stage 3 Landscape and Visual Impact Assessment to the A96 Dualling, and site supervision on the Aberdeen Western Peripheral Route.</li> </ul>

Name	Role	Qualifications	Experience in EIA
Maria Klimek	Landscape Architect	BA Hons Landscape Architecture, University of Edinburgh Chartered Member of the Landscape Institute	<ul style="list-style-type: none"> <li>Over 5 years' experience as a landscape architect working on Environmental Impact Assessment and landscape design for major infrastructure and renewable energy projects.</li> <li>Experience of DMRB Stage 2 and 3 Landscape and Visual Assessment including consultation, mitigation design, specimen design including SuDS design and visualisations.</li> <li>Has worked on projects such as A9 Dualling (Pass of Birnam to Glen Garry), A96 Dualling, Megstone Avenue Flood Alleviation Scheme, East Tullos Energy from Waste facility, GSK Irvine Biomass Combined Heat and Power Plant, Norton to Spennymoor Overhead Line and a number of wind farm schemes including Fallago Rig 2, Stranoch, Enoch Hill, Lorg and Benbrack.</li> </ul>
Peter Gilchrist	Ecology Lead	Post graduate Certificate in Research Supervision. Chartered Environmentalist. PhD Ecology. BSc (Hons) Environmental Science.	<ul style="list-style-type: none"> <li>Over 20 years of professional experience in both the public and private sector, delivering ecology services for a range of infrastructure projects.</li> <li>Has helped develop the national guidance advice to planning authorities on HRA for plans and has represented Jacobs as the practitioner consultant for the Scottish Government and Scottish Natural Heritage (SNH).</li> <li>Has extensive experience of large transport infrastructure projects including Aberdeen Western Peripheral Route (AWPR), A96 Dualling Inverness to Nairn (inc. Nairn Bypass), Forth Replacement Crossing and the M4.</li> </ul>
Lorna McDonald	Ecology Specialist	MSc Wildlife Biology and Conservation. BSc (Hons) Zoology Chartered Environmentalist Member of the Chartered Institute of Ecology and Environmental Management	<ul style="list-style-type: none"> <li>Over eight years of ecological and conservation experience starting in both the volunteer and consultancy sectors.</li> <li>Experienced in the assessment of ecological impacts of road and other infrastructure projects.</li> <li>Technical lead for Ecology for the DMRB Stage 3 EIA for A9 Dualling: Killiecrankie to Glen Garry.</li> <li>Involved in large transport infrastructure projects including A96 Inverness to Nairn (Inc. Nairn Bypass), Aberdeen Western Peripheral Route (AWPR) and the A9 Dualling.</li> </ul>

Name	Role	Qualifications	Experience in EIA
John Fowbert	Ecology Specialist	PhD Soil Science BSc (Hons) Plant Biology Chartered Environmentalist Full Member of the Chartered Institute of Ecology and Environmental Management	<ul style="list-style-type: none"> <li>• Over 20 years' experience in ecological consultancy.</li> <li>• Experienced plant ecologist specialising in the management of projects which assess the effect of agri-environment schemes on botanical composition, or the environmental impact of development proposals.</li> <li>• Has worked as a Phase I and Phase II habitat surveyor for several major road schemes, including, A96 Dualling Inverness to Nairn (inc. Nairn Bypass), A9 Luncarty to Pass of Birnam, Forth Replacement Crossing, Aberdeen Western Peripheral Route (AWPR), M80 and M74.</li> <li>• Experience of working on large transport infrastructure schemes including A96 Dualling Inverness to Nairn (inc. Nairn Bypass), A9 Luncarty to Pass of Birnam, Aberdeen Western Peripheral Route (AWPR), Forth Replacement Crossing, M80 Stepps to Haggs DBFO and M74.</li> </ul>
Rachael Boden-Hall	Ecology Specialist	BSc (Hons) Zoology. Grad Member of the Chartered Institute of Ecology and Environmental Management	<ul style="list-style-type: none"> <li>• Over five years' experience in ecological consultancy.</li> <li>• Has experience of providing technical input of DMRB Stage 3 assessments.</li> <li>• Has experience working on large transport infrastructure schemes such as the A96 Dualling Inverness to Nairn (including Nairn Bypass), A9 Dualling and the Aberdeen Western Peripheral Route (AWPR).</li> </ul>
Frances Tobin	Ecology Specialist	BSc (Hons) Zoology (with Industrial Placement), Durham University Member of the Chartered Institute of Ecology and Environmental Management. Member of the Royal Society of Biology.	<ul style="list-style-type: none"> <li>• Over seven years' experience in ecological consultancy.</li> <li>• Experienced in the assessment of ecological impacts of road and other infrastructure projects.</li> <li>• Ecology lead for the DMRB Stage 3 EIA for A9 Dualling: Tay Crossing to Ballinluig.</li> </ul>
Jenny McLeish	Aquatic Ecology Specialist	PhD Aquatic Ecology, Edinburgh Napier University. MRes Marine & Freshwater Ecology and Environmental Management, The University of Glasgow. BSc Biology and Marine Science, Coastal Carolina University, USA. SVQ: Electrofishing, SRUC.	<ul style="list-style-type: none"> <li>• Over four years' experience in aquatic ecology working in academia, the voluntary sector and consultancy.</li> <li>• Has a wide range of aquatic survey skills for aquatic receptors including fish, macroinvertebrates, macrophytes, diatoms and habitat.</li> <li>• Experience of working on large transport infrastructure projects, including conducting a variety of terrestrial and aquatic protected species surveys on the A9 Dualling, HS2, M62 improvements, A96 Dualling Inverness to Nairn (including Nairn Bypass) and aquatic field surveys for fish for the A1 in Northumberland.</li> </ul>

Name	Role	Qualifications	Experience in EIA
Ian Griffin	Water Environment Lead	PhD Environmental Science, University of Stirling BSc. (Hons) Botany, University of Glasgow Chartered Member of the Chartered Institute of Water and Environmental Managers Chartered Environmentalist	<ul style="list-style-type: none"> <li>Over 17 years' academic conservation and consultancy experience.</li> <li>Extensive experience in EIA and planning led consultancy across the UK, with expertise in hydrological estimation techniques and Flood Risk Assessments. Has overseen and undertaken hydraulic modelling, drainage design and the environmental aspects of Flood Alleviation Schemes (e.g. WFD assessment and CAR).</li> <li>Has been the Discipline Lead for the Water Environment as part of the environmental assessment for the A9 Dualling Perth to Inverness.</li> </ul>
Derwyn Lear	Water Environment Specialist	MSc Environmental Management, University of Stirling Chartered Member of the Chartered Institute of Water and Environmental Managers	<ul style="list-style-type: none"> <li>Over seven years' consultancy experience within a EIA lead role covering technical and project management responsibilities and the leadership of multi-disciplinary teams.</li> <li>Has experience in a technical lead role on water quality and chapter coordinator for the road drainage and water environment discipline on the A9 Dualling Southern Section DMRB Stage 3 and Manchester North West Quadrant DMRB Stage 1.</li> <li>Wide range of experience undertaking hydrology, flood risk and hydrogeological assessments for wind farm developments, hydro schemes, housing developments and electricity transmission networks.</li> </ul>
Mark Uren	Water Environment Specialist	MSc Environmental Protection and Management, University of Edinburgh BSc (Hons) Geography, University of Edinburgh	<ul style="list-style-type: none"> <li>Over five years of professional experience in environmental consultancy.</li> <li>Has provided technical input and assisted in coordination tasks on a number of Transport Scotland projects, in particular the A9 Dualling: Birnam to Glen Garry (southern section) projects and the Aberdeen Western Peripheral Route (AWPR).</li> <li>Experienced in the assessment of environmental impacts of road and other infrastructure projects with specialist technical expertise relating to the water environment.</li> </ul>
Vanina Saint-Martin	Geology and Soils Lead	MSc Hydrogeology University of Birmingham BSc (Hons) Applied Geology University of Bordeaux, France Member of International Association of Hydrogeologists Fellow of Geological Society	<ul style="list-style-type: none"> <li>Over 14 years' technical expertise in geological and hydrogeological matters and working on national and international projects.</li> <li>Has worked on a large variety of projects including groundwater resources, hydrogeological-hydrological assessments, mining and quarrying issues, contaminated land and groundwater risk assessment, environmental impact assessments, landfills HRAs and peatland restoration.</li> <li>Undertook role of Team Lead for Stage 2 Geology and Soils EIA (including contaminated land and hydrogeology) for A9 Dualling Pass of Birnam to Glen Garry, and for the Aberdeen Western Peripheral Route for Phases 1, 2 and 3 of the Geology and Soils EIA.</li> </ul>

Name	Role	Qualifications	Experience in EIA
Jonathan Dempsey	Cultural Heritage Lead	PgC Archaeology of Standing Buildings PgD Field Archaeology MA (Hons) Archaeology Member of the Chartered Institute for Archaeologists	<ul style="list-style-type: none"> <li>Over 18 years of professional experience providing cultural heritage input to all stages of EIA.</li> <li>Has an in-depth knowledge of DMRB process, particularly heritage legislation and best practice guidance, and has been responsible for designing, managing and procuring archaeological investigations on major infrastructure and construction projects.</li> <li>Led the team that undertook the cultural heritage inputs into the DMRB Stage 2 Assessment for the A96 Dualling Inverness to Nairn (including Nairn bypass) and is the technical lead for heritage for the five projects on the Pass of Birnam to Glen Garry scheme.</li> </ul>
Graham Kerr	Community and Private Assets Lead	BSc (Hons) Agriculture, University of Edinburgh Full Member Institution of Environmental Sciences (MIEnvSc) Chartered Environmentalist	<ul style="list-style-type: none"> <li>Over 25 years of professional experience in agriculture and environmental consultancy.</li> <li>Has fulfilled the role of Land Use and Agriculture specialist on several highways projects at DMRB Stage 2 and Stage 3 as well as other linear infrastructure projects such as electricity transmission lines and water pipelines.</li> <li>Has extensive experience on various major multi-disciplinary highway and infrastructure projects, including undertaking the role of EIA Coordinator for A9 Dualling Tay Crossing to Ballinluig and land use and agriculture specialist on A96 Inverness to Nairn (including Nairn Bypass).</li> </ul>
Lynne Eastham	Materials Lead	BA (Hons) Business Studies, University of Ulster	<ul style="list-style-type: none"> <li>Over seven years' experience in EIA coordination, and more than three years specialising in the environmental assessment of Materials and Waste.</li> <li>Experience of both DMRB Stage 2 and Stage 3 assessments.</li> <li>Undertook the materials and waste assessment for A96 Dualling Inverness to Nairn (including Nairn bypass),</li> </ul>
Doug Dyche	All Travellers Lead	MSc Sustainability and Environmental Studies BSc (Hons) Zoology Full Member Institution of Environmental Sciences (MIEnvSc) Chartered Environmentalist	<ul style="list-style-type: none"> <li>Over four years' experience in EIA coordination and specialising in environmental assessment of People and Communities - All Travellers and Community and Private Assets.</li> <li>Technical lead for All Travellers for the DMRB Stage 3 EIA of the A9 Dualling Programme.</li> <li>Undertook the audit of the Community and Private Assets and All Travellers DMRB Stage 2 assessments and DMRB Stage 3 EIA.</li> </ul>



Name	Role	Qualifications	Experience in EIA
Carol Shearer	Geographic Information Systems Analyst	MSc Geographical Information Management, University of Ulster BSc Hons Geography, University of Ulster	<ul style="list-style-type: none"> <li>• Over ten years' experience working in GIS, in both the public and private sector.</li> <li>• Expert in spatial data management, spatial analysis and cartographic design and is skilled in the production of high quality GIS maps in particular for Environmental Statements.</li> <li>• Has extensive experience of EIA figure preparation for Renewable Energy projects, in particular windfarm applications.</li> <li>• Experience of working on large transport infrastructure schemes including DMRB Stage 3 EIA for A9 Dualling Pass of Birnam to Glen Garry, carrying out various tasks including preparation of exhibition materials, data management, spatial analysis and production of high quality map figures for EIA.</li> </ul>