

A photograph of an offshore wind farm at sunset. The sky is a mix of orange, yellow, and light blue. Several wind turbines are visible, their silhouettes dark against the bright sky. The foreground shows dark, churning waves with white foam, suggesting a strong wind. The overall mood is dramatic and industrial.

# Salamander Offshore Wind Farm

Offshore EIA Report

Volume ER.A.4, Annex 1.1: Details of the Project Team



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## Glossary

Term	Definition
Applicant	Salamander Wind Project Company Limited (formerly called Simply Blue Energy (Scotland) Limited), a joint venture between Ørsted, Simply Blue Group and Subsea7.
Project Team	The key members which have been involved in the production of the Environmental Impact Assessment Report (EIAR), Environmental Resources Management (ERM) and other specialist Environmental Impact Assessment (EIA) consultants, who have been project managed by ERM.
Salamander Project	The proposed Salamander Offshore Wind Farm. The term covers all elements of both the offshore and onshore aspects of the project.

## Acronyms

Term	Definition
APD	Approved Procedures Designer
CAA	Civil Aviation Authority
Cefas	Centre for Environment, Fisheries and Aquaculture Science
EIA	Environmental Impact Assessment
EIAR	Environmental Impact Assessment Report
EPS	European Protected Species
ERM	Environmental Resources Management
ES	Environmental Statement
GIS	Geographical Information Systems
HRA	Habitats Regulations Assessment
iMarEST	Institute of Marine Engineering, Science and Technology

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Term	Definition
LVIA	Landscape Visual Impact Assessment
MCifA	Member of the Chartered Institute for Archaeologists
NSIP	Nationally Significant Infrastructure Project
OPEN	Optimised Environments Limited
OspreyCSL	Osprey Consulting Services Ltd
OWF	Offshore Wind Farm
PAC	Pre-application Consultation
PEIR	Preliminary Environmental Information Report
SLVIA	Seascape, Landscape Visual Impact Assessment
SNCB	Statutory Nature Conservation Body
WFD	Water Framework Directive

## 1 Details of the Project Team

### 1.1 Introduction

1.1.1.1 Environmental Resources Management (ERM) are the team responsible for the production of the Offshore Environmental Impact Assessment Report (EIAR) supported by other specialist Environmental Impact Assessment (EIA) consultants, who have been project managed by ERM, including:

- ABPmer;
- Anatec Ltd.;
- APEM;
- HiDef Aerial Surveying Ltd.;
- MSDS Marine;
- Ocean Infinity;
- Optimised Environments Ltd. (OPEN);
- Osprey Consulting Services Ltd (Osprey CSL);
- SMRU Consulting; and
- SubAcoustech Environmental Ltd.

1.1.1.2 The specialist consultants have provided input to the EIA, including consultation with relevant stakeholders and preparation of the technical assessment chapters and management plans of the EIAR.

### 1.2 The Project Team

1.2.1.1 In line with the requirements of the EIA Regulations, details, credentials and experience of the specialist consultants who make up the key Project Team are provided in **Table 1-1**, **Table 1-2**, **Table 1-3** and **Table 1-4** and below.

**Table 1-1 Offshore EIAR Application coordinators**

EIAR Input	Organisation	Personnel Experience and Qualifications
All chapters and annexes	ERM	<p>The Offshore Project Manager is Damien Kirby, MSc Marine Environmental Protection.</p> <p>Damien has over 11 years' experience as a specialist in environmental assessment and marine ecological monitoring, both in the public (Cefas) and private sector. He primarily focuses on ecological aspects of Environmental Impact Assessment (EIA), Habitats Regulations Assessments (HRAs) and associated derogation requirements, Water Framework Directive (WFD) assessments, and cumulative impact assessments. Damien has additional experience in the resolution of issues raised during critical examination by statutory nature conservation bodies (SNCBs).</p> <p>Lead reviewer is Alex Hampson, who has over 14 years' experience in offshore wind farm (OWF) project development and has led the consenting of some of the UK's largest offshore wind farms.</p>

EIAR Input	Organisation	Personnel Experience and Qualifications
		As an experienced Project Director and Chartered Environmentalist, Alex has a thorough understanding of the environmental and consenting legislation in the UK. Alex has significant experience in leading offshore wind farms through site selection, EIA and consent applications. Alex has led the production of the EIA Report for a number of offshore wind farms in the UK and has significant experience in the quality assurance and technical review of EIA Reports for offshore wind projects. Alex is experienced in the management and coordination of the technical specialists required to deliver a robust EIA Report.

**Table 1-2 Specialist consultants supporting the EIAR Main Report**

EIAR Input	Organisation	Personnel Experience and Qualifications
<i>Non-Technical Summary (Volume A.1) Report</i>		
Non-Technical Summary	ERM	<p>Lead author is Ryan Maidment, MSc. Environmental Consultancy. Ryan is a Principal Marine Consultant with over 7 years' experience in environmental impacts and assessments.</p> <p>Ryan's is an experienced environmental project manager, specialising in Environmental Impact Assessments and consenting of major infrastructure projects, including offshore wind farm (OWF) project developments. Ryan has broad environmental knowledge, which has enabled him to successfully deliver environmental reports from early optioneering and feasibility, screening and scoping, to full EIA in accordance with the appropriate legislation, consenting regime and industry-specific guidance.</p>
<i>Introduction and Overview EIAR (Volume A.2) Chapters</i>		
Chapter 1: Introduction	ERM	<p>Lead author is Rebekah Brown, BSc Marine Biology. Rebekah is a Marine Consultant at ERM with 2 years' experience in environmental consenting services.</p> <p>Rebekah works within ERM's Marine Capital Project Delivery Team primarily on offshore wind projects in Scotland and internationally. Rebekah has supported the Salamander Project throughout the EIA phase with her role including the delivery of several EIAR chapters, the Commitment and Mitigation Register and survey licence applications as well as supporting as an assistant ornithological surveyor on site to inform the EIAR chapter. Rebekah has the broad understanding of the Salamander Project necessary to author the introduction and provide an overview of the EIAR.</p>
Chapter 2: Legislative Context and Regulatory requirements	ERM	Lead author is Eleanor Smith, BSc, MSc, PIEMA. Eleanor Smith is an Environmental Consultant at ERM with 7 years' experience in environmental consenting services.

EIA Input	Organisation	Personnel Experience and Qualifications
		<p>For ERM, Eleanor participates in projects as part of a multi-disciplinary team, collaborating with engineers, stakeholders and technical teams, to ensure continuity and consistency between each of these work streams.</p> <p>Supporting author is Rebekah Brown, BSc Marine Biology. Rebekah’s experience is detailed above in Chapter 1: Introduction.</p>
<p>Chapter 3: Site Selection and Considerations of Alternatives</p>	<p>SWPC</p>	<p>Marten Meynell, MSc, AIEMA, is the lead author for the Site Selection and Alternatives chapter.</p> <p>Marten is the Offshore Consents Manager for Salamander Wind, and an Environmental Specialist with 23 years’ experience working in the marine industry within marine energy, environmental consulting and conservation organisations. Marten’s experience includes EIAs for marine and coastal developments within the renewable energy and oil and gas sectors, as both an environmental consultant and project manager. Before taking on the role of Salamander Offshore Consents Manager, Marten was the EIA Project Manager for the Pentland Floating Offshore Wind Farm Project.</p>
<p>Chapter 4: Project Description</p>	<p>SWPC</p>	<p>Lead authors are Jordi Giudici Font, BSc Physics and BSc in Materials Engineering and Jennifer Brack PhD in Marine Science and Underwater Noise.</p> <p>Jordi Giudici Font is the Head of Technical Project Development in the UK and Ireland at Ørsted and the Technical Project Manager for Salamander, with 12 years’ experience in Offshore Wind. Jordi has taken several roles in the organisation, ranging from project development to execution and strategic procurement. He has worked on the preparation of other consenting documentation for Burbo Banks Extension, Walney Extension and Skipjack offshore wind farms.</p> <p>Jennifer Brack is a Lead Consent Project Manager working within the UK at Ørsted and is the Consent Package Manager for the Salamander Offshore Wind Farm. Jennifer has taken several roles within her 14 years’ experience at Ørsted across development, construction and operational project phases within the UK and US markets, including Gunfleet Sand, Burbo Bank Extension, Hornsea Two and Three and, Baystate Wind.</p> <p>Supporting the drafting of the Project Description is Marten Meynell, MSc, AIEMA. Marten’s experience is detailed above in Chapter 3: Site Selection and Consideration of Alternatives.</p>
<p>Chapter 5: Stakeholder Consultation</p>	<p>ERM</p>	<p>Lead Author is Natalie Cefala, Bachelor of Environments (Planning and Urban Design).</p> <p>Natalie is a Managing Technical Consultant at ERM with 8 years of experience in planning and stakeholder management. Natalie has experience in leading engagement and consultation programmes across different sectors such as renewables, infrastructure and urban regeneration projects, in both Australia and the UK. Natalie has authored the</p>



EIAR Input	Organisation	Personnel Experience and Qualifications
		consultation chapter and Pre-application Consultation (PAC) Report, which details the stakeholder engagement and public consultation undertaken by the Applicant.
Chapter 6: EIA Methodology	ERM	Lead author is Rebekah Brown, BSc Marine Biology. Rebekah’s experience is detailed above in Chapter 1: Introduction.

**Table 1-3 Specialist consultants supporting the Offshore EIAR (Volume A.3) Main Report**

EIAR Input	Organisation	Personnel Experience and Qualifications
<i>Offshore EIAR Main Report (Volume A.3) Chapters</i>		
Chapter 7: Marine Physical Processes	ABPmer	<p>Lead author is Tony Brooks, PhD, MIMarEST, CSci, CmarSci, Cenv. Tony is a marine physical processes specialist at ABPmer with over 15 years’ experience in environmental consenting services.</p> <p>Tony is a Principal Consultant who has worked on marine physical process studies for over 20 offshore wind farms including a number of other Scottish projects (Marram Wind, Moray, Beatrice and Moray West). As well as being technical lead on a number of wind farm EIA studies, he has also led several FEED related investigations, including cable landfall studies and seabed mobility assessments.</p>
Chapter 8: Water and Sediment Quality	ERM	<p>Lead author is Dr Raffaella Nobili, PhD in Marine Biochemistry and Physiology, MSc Oceanography and BSc Marine Biology, Csci, CmarSci, IMarEST and BES full member. Raffaella is a Managing Marine Consultant at MarineSpace with over 10 years’ experience in environmental consenting services.</p> <p>At MarineSpace Ltd, an ERM Group Company, Raffaella covers the role of consultant, project manager, scientist, technical advisor and lead in a variety of topics such as marine ecology, biogeochemistry and chemical oceanography with technical emphasis and proven track record on water and sediment quality chapters, Water Framework Directive (WFD), climate change and technical reporting for project scoping, EIAs, HRA and other environmental assessments as well as consenting support and compliance, offshore and intertidal site investigation, survey design and technical advice for small projects to Nationally Significant Infrastructure Projects (NSIPs).</p>
Chapter 9: Benthic and Intertidal Ecology	ERM	<p>Lead author is Ana Chaverra Valencia, BSc (Hons) Marine Biology and Coastal Ecology. Ana is a Marine Consultant at ERM with over 2 years’ experience in environmental consenting services.</p> <p>Ana’s role within ERM has been supporting scoping reports and EIAs for a variety of sectors including offshore wind in the UK and Ireland. Ana has been involved in the Salamander Project since the beginning of the EIA phase and has led the Benthic and Intertidal Ecology</p>

EIA Input	Organisation	Personnel Experience and Qualifications
		<p>chapter utilising her experience of Scottish benthic ecology and experience gained from other offshore wind projects.</p> <p>Technical supporting author is Marja Aberson, PhD Marine Ecology, MSc Coastal Zone Management, and BSc (Joint Hons) Marine Biology and Zoology. Marja is a Principal Marine Consultant at ERM with 13 years' experience in environmental consenting services.</p> <p>Marja's role at ERM has been providing technical support and guidance to the Lead Author. Marja has been involved in the Salamander Project since the beginning of the EIA phase and has supported on the Benthic and Intertidal Ecology chapter, utilising her experience of benthic ecology and assessment of impacts from floating offshore wind developments.</p>
<p>Chapter 10: Fish and Shellfish Ecology</p>	<p>ERM</p>	<p>Lead author is Matt Kyle-Henney, MSc by RES Biosciences (Marine Ecophysiology). Matt is a Marine Consultant at ERM with 2 years' experience in environmental consenting services.</p> <p>Matt's role within ERM includes the production of Fish and Shellfish Ecology chapters of Scoping Reports and EIAs in offshore wind and marine aggregate industries. He also produces baseline and assessment documents to support operation and maintenance Marine Licence Applications and decommissioning plans for offshore wind farms. Matt has been involved in the Salamander Project since the beginning of the EIA phase and authored the assessment of Fish and Shellfish Ecology. Matt has drawn on experience gained from other Scottish offshore wind projects and authoring Fish and Shellfish Ecology chapters for both UK and international projects.</p> <p>Technical supporting author is Oscar Ward, BSc Applied Marine Biology, who is an Associate Member of the Institute of Marine Engineering, Science and Technology (iMarEST).</p> <p>Oscar is a senior marine consultant with over four years' experience as a marine professional in both consultancy and contracting. At ERM Oscar is responsible for work across a variety of sectors including offshore wind, with project experience across English, Welsh, Scottish, Irish and other European waters including Poland. Work includes technical support and project management for a variety of project types including EIAs and HRAs (fish and shellfish, and benthic specialisms), consenting support for licence application and compliance, and the scoping and delivery of bespoke environmental and ecological projects within the marine environment.</p>
<p>Chapter 11: Marine Mammals</p>	<p>SMRU</p>	<p>Lead author is Jack Clarkson, MSc. Jack is an Associate Scientist at SMRU Consulting with over three years' experience in environmental consenting services.</p> <p>Jack specialises in marine mammal impact assessment and has conducted a wide array of industry funded project work including the production of marine mammal Environmental Impact Assessment (EIA) chapters, and supporting documents, marine mammal mitigation plans and protocols, and acoustic survey design and coordination. Jack has been involved in the Salamander project since the beginning of the EIA phase.</p>

EIAR Input	Organisation	Personnel Experience and Qualifications
		<p>Technical Lead and co-author is Rachael Sinclair, MSc. Rachael is a Principal Scientist at SMRU Consulting with over ten years' experience in marine mammal environmental consenting services.</p> <p>Rachael leads the pre-consent offshore wind farm assessment team at SMRU Consulting, Europe. She has extensive experience in scoping, baseline characterisation, underwater noise impact assessment, PEIR and ES chapters, HRA, shadow EPS assessments and marine mammal monitoring protocols for offshore wind farms in England, Scotland, Wales, and Ireland. Rachael has been involved in the Salamander project since the beginning of the EIA phase.</p>
<p>Chapter 12: Offshore and Intertidal Ornithology</p>	<p>ERM</p>	<p>Lead author is Liam Porter, MSc. Marine Environmental Protection. Liam is a Senior Marine Consultant at ERM with 4 years' experience in environmental consenting services.</p> <p>Liam's role within ERM has been supporting and authoring EIAs primarily for offshore wind projects and marine aggregate extraction licenses in the UK and Ireland. Liam's primary ecological focus is offshore ornithology, with practical and theoretical skills in monitoring, data collection and interpretation, and analysis. He has been involved in the Salamander Project since the beginning of the EIA phase and is lead author of the Offshore and Intertidal Ornithology Chapter, utilising experience gained from other Scottish and UK offshore wind projects and knowledge built from assessments of marine ornithology for aggregate and offshore wind projects across the UK.</p> <p>Technical supporting author is Abigail Roberts, Msci Biology and Marine Biology (Joint Hons). Abigail is a Marine Consultant at ERM with 2 years' experience in environmental consenting services.</p> <p>Abigail's role within ERM has a primary ecological focus on marine ornithology and marine mammals. Within this role, Abigail contributes to EIAs, predominantly for offshore wind and aggregate projects, and to ornithological survey design and mitigation and monitoring strategies in the UK and Ireland. Abi has been involved in the Salamander Project since August 2023 to support the assessment of offshore ornithology and the production of relevant Technical Appendices, utilising experience gained from other UK offshore wind projects and knowledge built from assessments of marine ornithology for aggregate areas and other offshore wind projects.</p>
<p>Chapter 13: Commercial Fisheries</p>	<p>ERM</p>	<p>Lead author is Alex MacCallum, MSci Marine Biology and Oceanography. Alex MacCallum is a Marine Consultant at MarineSpace with over 1 years' experience in environmental consenting services.</p> <p>Since joining MarineSpace, Alex has focused on commercial fisheries, leading on the commercial fisheries EIAR chapter for the Salamander Project. He has also authored scoping chapters and baseline reports for various offshore renewables and cables projects,</p>

EIAR Input	Organisation	Personnel Experience and Qualifications
		<p>as well as supporting on Preliminary Environmental Impact Reports and technical reports. He is also proficient in data analysis, management and chart development.</p> <p>Technical supporting author is Jonny Lewis, BSc (Hons), MSc. Jonny is a Partner in the Offshore Renewables Team at ERM and has 23 years' experience in marine consultancy.</p> <p>He has particular expertise and experience in many offshore EIA topics, including marine ecology, fish and shellfish ecology, marine nature conservation, commercial fisheries, fisheries liaison and cumulative impact assessment. He also has extensive knowledge of the UK marine consenting regime.</p>
<p>Chapter 14: Shipping and Navigation</p>	<p>Anatec</p>	<p>Lead author is Adam Foster, BSc. (Hons) in Mathematics, University of Aberdeen. Adam is a Senior Risk Analyst at Anatec Ltd. with 10 years' experience in environmental consenting services and marine risk assessment.</p> <p>He has been involved in numerous Navigation Risk Assessment processes including for various successfully consented UK projects, and has experience in all associated assessment components including stakeholder liaison, leading hazard workshops, and risk modelling. Adam led on the shipping and navigation assessment and consultation for the Salamander project.</p>
<p>Chapter 15: Aviation and Radar</p>	<p>OspreyCSL</p>	<p>Lead author is Richie Hinchcliffe, BS Eng (Hons), MBA, an ex-military aviator. Richie is an Aviation Principal Consultant at Osprey Consulting Services Ltd (OspreyCSL) with 12 years' experience in environmental consenting services.</p> <p>Richie's role within OspreyCSL has been supporting UK civil and military aviation projects (airspace and aerodromes), as well as offshore wind projects. In the offshore wind sector, he has authored and co-authored Scoping Reports and EIAs primarily for offshore wind projects in the UK and Ireland. Richie has been involved in aviation for over 45 years, and the Salamander Project since the beginning of the EIA phase and supported the assessment of Other Users of the Airspace Environment, utilising experience gained from other offshore wind projects and knowledge built from 25 years of flight operations in the UK and Europe.</p>
<p>Chapter 16: Seascape, Landscape and Visual Amenity</p>	<p>OPEN</p>	<p>Lead author is Simon Martin, MLPM CMLI. Simon is a chartered Landscape Architect (CMLI) and Associate Director of OPEN, who specialises in landscape and visual impact assessment (LVIA).</p> <p>Simon has over 20 years professional landscape and EIA consultancy experience, during which time he has been involved in a wide range of landscape planning and EIA projects, particularly focusing on the assessment of large-scale development proposals, such as renewable energy developments, infrastructure, residential and urban regeneration projects. Recently Simon's project work has focused particularly on offshore wind farm SLVIA, leading OPEN's assessments of several nationally significant infrastructure projects</p>

EIA Input	Organisation	Personnel Experience and Qualifications
		<p>(NSIP) and undertaking assessments of offshore wind farms off the Welsh and Scottish coasts.</p> <p>Technical supporting author is Hans Bedey, BA (Hons), MLA, CMLI. Hans is a senior landscape architect at OPEN with 9 years' experience in environmental consenting services, focusing on LVIA primarily related to energy infrastructure and transport, including SLVIA for offshore wind farms.</p>
<p>Chapter 17: Marine Archaeology and Cultural Heritage</p>	<p>MSDS Marine</p>	<p>The lead author is Tony Brown: BA (Hons.) in Ancient History &amp; Archaeology (University of Leicester); MSc in Forensic Investigation (Cranfield University); and Member of the Chartered Institute for Archaeologists (MCIfA). Tony is an EIA Consultant at MSDS Marine with six years' experience in environmental consenting services.</p> <p>Tony joined MSDS Marine in June 2023 and has been involved in the Salamander Project as lead author of the Marine Archaeological Technical Report, Environmental Impact Assessment Report chapter (Marine Archaeology and Cultural Heritage) and the Written Scheme of Investigation &amp; Protocol for Archaeological Discoveries. With a career in commercial archaeology spanning 10 years, Tony has developed expert knowledge in the archaeological resource of the British Isles, with a focus on project management, providing consultation for development (marine and terrestrial) and palaeolandscape interpretation.</p> <p>The technical supporting author is Mark James, BSc (Hons.) in Marine Archaeology (Bournemouth University), and Member of the Chartered Institute for Archaeologists (MCIfA). Mark is an Operations &amp; Technical Manager and Director at MSDS Marine, with 13 years' experience in environmental consenting services.</p> <p>Mark holds over 15 years' experience as a marine archaeologist and co-founded MSDS Marine in 2011. Mark has been involved with the Salamander Project from the earliest stage of MSDS Marine's involvement, authored the sections of the Marine Archaeology Technical Report relating to geophysical and hydrographic data interpretation and acted as internal reviewer for the lead author's work. Mark's expertise focusses on large-scale project management, geophysical and hydrographic data interpretation and recommending and implementing monitoring requirements, with a wide range of project experience, including offshore renewables, subsea cables and aggregate extraction.</p>
<p>Chapter 18: Other Users of the Marine Environment</p>	<p>ERM</p>	<p>Grace Leyton-Smith, Msc Marine Biology and Oceanography. Grace is a Marine Consultant at ERM with 2 years' experience in environmental consenting services.</p> <p>Grace's role within ERM has been supporting Scoping Reports and EIAs primarily for offshore wind projects in the UK and Ireland. Grace has been involved in the Salamander Project since the beginning of the EIA phase and supported the assessment of Other Users of the Marine Environment, utilising experience gained from other Scottish offshore wind projects and knowledge built from assessments of other sea users for aggregate and offshore wind projects across the UK.</p>

EIA Input	Organisation	Personnel Experience and Qualifications
Chapter 19: Socio-economics, Tourism and Recreation	ERM	<p>Lead author is Kevin Nimoh, BSc Economics, MSc Spatial Planning. Kevin is a Managing Technical Consultant at ERM with 10 years' experience in environmental consenting services.</p> <p>He has been responsible for leading socio-economic assessments as part of EIA including Project Salamander. He has regularly assisted clients to understand the need and case for socio-economic interventions within proposed developments, contributing to the creation of economic development and regeneration strategies, with proficiency in undertaking statistical analysis such as demographic, employment and socio-economic modelling. Energy projects include Aldbrough Pathfinder, Aldbrough Hydrogen Storage, Crosbie and Ceislein.</p>
Chapter 20: Climate Change and Carbon	ERM	<p>Lead author is Chris Turner, BSc Biology, MSc Conservation Science. Chris is a Senior Consultant at ERM with 8 years' experience in environmental consenting services.</p> <p>Chris works as a project manager and consenting specialist at ERM, working on a number of EIA projects in offshore wind and other marine industries. They have assisted on various aspects of the Salamander project over the last year since joining ERM, including consenting advice and legislative requirements. Through their experience in regulation, Chris has assessed an extensive range of EIA applications for marine projects in UK waters, including Climate Change chapters, to deliver EIA Consent Decisions. While at ERM Chris has worked on Climate Change Scoping Reports for offshore wind projects in Scotland and Ireland.</p> <p>Technical supporting author is Elena Mianzan, BSc Environmental Science, MSc Physical Oceanography and Climate.</p> <p>Elena is a Marine Consultant at ERM with 2.5 years' experience in environmental consenting services. Throughout her time at ERM she has worked on a variety of offshore wind projects, having previously authored the climate chapter for a recently submitted Scoping Report for another offshore wind farm based in Scotland. Elena has been involved in the Salamander Project in different capacities since its initiation, having assisted with various tasks throughout the scoping stage including authoring the briefing packs sent out to key stakeholders prior to the Stakeholder Engagement Workshops held in November 2022.</p>
Chapter 21: Major Accidents and Disasters (Offshore)	ERM	Lead author is Rebekah Brown, BSc Marine Biology. Rebekah's experience is detailed above in Chapter 1: Introduction.
Chapter 22: Inter-related Effects	ERM	Lead author is Elena Mianzan, BSc Environmental Science, MSc Physical Oceanography and Climate. Elena's experience is detailed above in Chapter 20: Climate Change and Carbon.

EIAR Input	Organisation	Personnel Experience and Qualifications
Chapter 23: Summary of Impacts and Mitigations	ERM	Lead author is Elena Mianzan, BSc Environmental Science, MSc Physical Oceanography and Climate. Elena's experience is detailed above in Chapter 20: Climate Change and Carbon.

**Table 1-4 Specialist consultants supporting the Offshore EIAR (Volume A.4) Technical Appendices and Visual Materials (Volume 5)**

EIAR Input	Organisation	Personnel Experience and Qualifications
<i>Offshore EIAR (Volume A.4) Appendices</i>		
4.1 Underwater Noise Modelling Report	SubAcoustech	<p>The lead author is Tim Mason, BEng (Hons) Acoustical Engineering, MIOA. Tim is a Principal Consultant at Subacoustech Environmental Limited with 23 years' experience in acoustic consulting and consenting services, 12 of which are dedicated to environmental underwater acoustics.</p> <p>Tim is the lead acoustic consultant and project manager at Subacoustech, and along with his colleague Richard Barham (see below) has worked on the development EIA consent phase relating to underwater noise for almost all offshore wind farms in the UK sector. Tim is responsible for the project management, QA and ongoing research into underwater noise issues on the Salamander Project.</p> <p>The technical supporting author is Richard Barham, BSc(Hons) Music Technology, AMIOA. Richard is the lead underwater noise modeller at Subacoustech Environmental with 13 years' experience in environmental consenting services.</p> <p>Richard undertook the modelling and underwater noise analysis for all related issues at the Salamander Project since the beginning of the EIA phase.</p>
4.2 Crossing Schedule (Offshore)	SWPC	Lead author is Marten Meynell, MSc, AIEMA. Marten's experience is detailed above in Chapter 3: Site Selection and Considerations of Alternatives.
6.1 Commitments and Mitigations Register	ERM	Lead author is Rebekah Brown, BSc Marine Biology. Rebekah's experience is detailed above in Chapter 1: Introduction.
6.2 Cumulative Effects Assessment Technical Annex	ERM	Lead author is Damien Kirby, MSc Marine Environmental Protection. Damien's experience is detailed above in Table 1-1, under All chapters and annexes.
7.1 Marine Physical Processes Technical Annex	ABPmer	Lead author is Tony Brooks, PhD, MIMarEST, CSci, CMarSci, CEnv. Tony's experience is detailed above in Chapter 7: Marine Physical Processes.

EIA Input	Organisation	Personnel Experience and Qualifications
<p>9.1 Environmental Baseline Report</p>	<p>Ocean Infinity</p>	<p>Lead author is Tobias Sundkvist, MSc., a senior Benthic Ecologist at Ocean Infinity with 15 years of experience conducting environmental baseline surveys and reporting. Tobias is a marine taxonomist who is also a highly experienced marine surveyor. Tobias has extensive experience of North Sea species and habitats and was responsible for the taxonomic identification in the seabed imagery as well as Annex I assessments.</p> <p>Faunal and statistical analysis was undertaken by Felicia Fetscher MSc., a Benthic Ecologist at Ocean Infinity with 4 years of experience conducting environmental baseline surveys and reporting. Felicia has extensive experience of statistical analyses and was responsible for the benthic community characterisation.</p> <p>Sediment characterisation and quality was undertaken by Rikard Karlsson, MSc., a Benthic Ecologist at Ocean Infinity with 5 years of experience conducting environmental baseline surveys and reporting. Rikard has extensive experience of statistical analyses and sediment chemistry around the North Sea and was responsible for the physico-chemical characterisation.</p> <p>Technical supporting author is Iris Duranović, MSc., a senior Benthic Ecologist at Ocean Infinity with 15 years of experience conducting environmental baseline surveys and reporting. Iris is the Deputy Environmental Manager at Ocean Infinity with vast experience of planning and conducting various types of marine surveys. Iris was the lead senior Benthic Ecologist for the Salamander Project responsible for the production of the method statement, sampling schema, habitat mapping and quality control as well as co-authoring the report.</p>
<p>9.2 Intertidal Report</p>	<p>APEM</p>	<p>Lead author for the intertidal report is Søren Pears, BSc, MSc. Søren is a Senior Marine Scientist at APEM with 20 years' experience in environmental consenting services.</p> <p>Søren is a reporting manager at APEM, with specialisms in GIS and statistical analysis. In addition to his reporting responsibilities, Søren is a highly experienced marine surveyor and benthic analyst. Søren assisted with the design and management of the intertidal survey for the Salamander Project and wrote the Intertidal Phase I and Phase II report. He was also involved in the analysis of subtidal benthic samples. Søren also has extensive experience of conducting marine and estuarine surveys around the UK, including work to provide baselines for site designation and inform site condition assessments for a range of designated sites, along with baseline and impact assessment surveys for offshore windfarm, dredging and aggregate extraction work.</p> <p>Technical supporting author is Chris Ashelby, BSc, PhD. Chris is an Associate Director at APEM with 23 years' experience in environmental consenting services.</p> <p>Chris was Project Manager for APEM's involvement in the Salamander Project, undertaking analysis of the subtidal benthic samples collected from the offshore array, managing subcontractors undertaking the physicochemical samples, designing, planning and managing the intertidal landfall surveys, and co-authoring the report for the intertidal</p>



EIA Input	Organisation	Personnel Experience and Qualifications
		<p>surveys. Chris has extensive experience in planning and undertaking intertidal Phase I and Phase II surveys to ensure they meet project objectives in a cost-effective and scientifically robust manner. He has been involved in export cable landfall surveys for more than a decade and is experienced in interpreting data to determine potential impacts on the relevant receptors and writing scientific reports, tailored to a variety of purposes.</p>
<p>9.3 Benthic Ecology Baseline Review</p>	<p>Xodus</p>	<p>Lead author is Sinead Petersen. Sinead has a BSc Environmental Science and MSc Environmental Assessment and Management. Sinead is a Lead Environmental Consultant with Xodus group with 5 years' experience in environmental consenting services.</p> <p>Sinead's role at Xodus includes project management as well as Scoping/EIA chapter authorship for marine renewable energy projects. Sinead's involvement on the Salamander Project included authoring the benthic ecology baseline review/gap analysis. Sinead is an experienced EIA technical author and has previously written impact assessments on benthic ecology receptors.</p> <p>Technical Supporting Author is John Spence, BSc Applied Marine Biology. John is a Principle Environmental Consultant with Xodus group with 15 years' experience in environmental consenting services.</p> <p>John's role at Xodus includes senior level project management and support, benthic ecology expertise and is also the EIA lead for oil and gas projects. John's involvement on the Salamander Project included providing initial advice on the benthic survey strategy and supporting the development of the benthic ecology baseline review/gap analysis. John has an extensive background in Benthic ecology having previously worked in Fugro an Environmental consultant, undertaking marine benthic surveys and associated environmental reporting as well as working on numerous marine industry Impact assessments with a focus on benthic ecology.</p>
<p>9.4 Benthic Features Impact Assessment Southern Trench MPA</p>	<p>ERM</p>	<p>Lead author is Marja Aberson, PhD Marine Ecology, MSc Coastal Zone Management, and BSc (Joint Hons) Marine Biology and Zoology. Marja's experience is detailed above in Chapter 9: Benthic and Intertidal Ecology.</p>
<p>11.1 Marine Mammals Baseline Report</p>	<p>SMRU</p>	<p>Lead author is Katarina Klementisová, MSc.</p> <p>Katarina is a Project Scientist at SMRU Consulting with three years' experience in environment consenting services. Katarina specialises in processing of underwater noise data to inform quantitative assessments, individual and population level disturbance modelling, spatial mapping, and data processing. Katarina has been involved in the Salamander process since the beginning of the EIA phase.</p> <p>Technical Lead and co-author is Rachael Sinclair, MSc. Rachael's experience is detailed above in Chapter 11: Marine Mammals.</p>

EIAR Input	Organisation	Personnel Experience and Qualifications
		<p>Technical supporting author is Aimee Kate Darias-O’Hara, MSc.</p> <p>Aimee is an Associate Scientist at SMRU Consulting, with over three years of experience in environment consenting services. Aimee specialises in marine mammal bioacoustics, behaviour, and the assessment of anthropogenic noise impacts. Aimee provides support in the delivery of marine mammal baseline characterisation reports, environmental impact assessment chapters and other strategic research. Aimee has been involved in the Salamander project since the beginning of the EIA phase.</p>
<p>11.2 Marine Mammal Impact Assessment Southern Trench MPA</p>	<p>SMRU</p>	<p>Lead Author is Aimee Kate Darias-O’Hara. Aimee’s experience is detailed above in Annex 11.1 Marine Mammals Baseline Report.</p>
<p>12.1 Offshore Ornithology Baseline Data Report</p>	<p>HiDef</p>	<p>Lead author is Mairi Semple MSc.</p> <p>Mairi is an Ecological Consultant at HiDef and has one year of experience in environmental consenting services. Mairi has worked on multiple ornithology impact assessments within the UK and has been involved with the Salamander Project throughout the full EIA phase. She was supported by Marine Data Scientist Rory Thomson MSc, who has a background in quantitative methods and one year of experience in environmental consenting.</p> <p>Dr Glen Tyler PhD, Principal Consultant at HiDef and Jaz Harker Msc; Senior Ecological Consultant, oversaw all technical reporting.</p> <p>Glen has over ten years’ experience in environmental consenting and more than 20 years ecological experience relating to ornithology, conservation status and population impacts; Jaz has three years’ experience in ornithological assessment. They were involved during all stages of the Salamander Project, managing all technical aspects of the offshore ornithological assessment.</p>
<p>12.2 Intertidal Baseline Ornithology Report</p>	<p>ERM</p>	<p>Lead authors are Richard Moore and Aaron Nugent.</p> <p>Richard Moore, BSc Wildlife Conservation with Zoo Biology, MSc Primate Behaviour and Conservation, is a Managing Technical Consultant Ecologist at ERM with 7+ years’ experience in environmental consenting services. Richard is a volunteer Breeding Birds and WeBS surveyor with a trainee bird ringing permit from the BTO. Aaron Nugent, BSc Biology, is a Consultant Ecologist at ERM with 2+ years’ experience in environmental consenting services. Aaron is a qualifying CIEEM member and is in the process of obtaining associate (ACIEEM) membership status. Aaron has experience in consultancy and voluntary bird surveys as well as ringing.</p> <p>Technical supporting author is Peter Wright, BSc Biology of Plants and Animals, MSc Environmental Resource Assessment, MCIEEM.</p>

EIAR Input	Organisation	Personnel Experience and Qualifications
		Peter is a Consultant Technical Director at ERM with over 17 years' experience in environmental consenting services. Peter is an experienced field ecologist and has undertaken a range of bird surveys and collision risk assessments and is a volunteer WeBS surveyor.
12.3 Collision Risk Modelling Report	HiDef	Lead author is Mairi Semple MSc. Mairi's experience is detailed above in Annex 12.1 Offshore Ornithology Baseline Data Report.  Dr Glen Tyler PhD, Principal Consultant at HiDef oversaw all technical reporting. Glen's experience is detailed above in Annex 12.1 Offshore Ornithology Baseline Data Report.
12.4 Population Viability Analysis (PVA)	HiDef	Lead author is Jaz Harker MSc, Senior Ecological Consultant at HiDef. Jaz's experience is detailed above in Annex 12.1 Offshore Ornithology Baseline Data Report.  Dr Glen Tyler PhD, Principal Consultant at HiDef oversaw all technical reporting. Glen's experience is detailed above in Annex 12.1 Offshore Ornithology Baseline Data Report.
12.5 Displacement Assessment	HiDef	Lead author is Mairi Semple MSc. Mairi's experience is detailed above in Annex 12.1 Offshore Ornithology Baseline Data Report.  Dr Glen Tyler PhD, Principal Consultant at HiDef and Jaz Harker Msc; Senior Ecological Consultant, oversaw all technical reporting. Their experience is detailed above in Annex 12.1 Offshore Ornithology Baseline Data Report.
12.6 Displacement Assessment SeabOrd	HiDef	Lead author is Rory Thomson MSc, Marine Data Scientist at HiDef, who has a background in quantitative methods and statistics, with one year of experience in environmental consenting. He has been involved in the Salamander Project since its inception.  Dr Glen Tyler PhD, Principal Consultant at HiDef oversaw all technical reporting. Glen's experience is detailed above in Annex 12.1 Offshore Ornithology Baseline Data Report.
12.7 Offshore Ornithology Consultation Report	ERM	Lead author is Liam Porter, MSc. Marine Environmental Protection. Liam's experience is detailed above in Chapter 12: Offshore and Intertidal Ornithology.  Technical supporting author is Abigail Roberts, MSci Biology and Marine Biology (Joint Hons). Abigail's experience is detailed above in Chapter 12: Offshore and Intertidal Ornithology.
12.8 Offshore Ornithology Regional Populations Report	HiDef	Lead author is Jaz Harker MSc, Senior Ecological Consultant at HiDef. Jaz's experience is detailed above in Annex 12.1 Offshore Ornithology Baseline Data Report.  Dr Glen Tyler PhD, Principal Consultant at HiDef oversaw all technical reporting. Glen's experience is detailed above in Annex 12.1 Offshore Ornithology Baseline Data Report.

EIAR Input	Organisation	Personnel Experience and Qualifications
12.9 Cumulative Assessment Population Viability Analysis (PVA)	HiDef	<p>Lead author is Jaz Harker MSc, Senior Ecological Consultant at HiDef. Jaz’s experience is detailed above in Annex 12.1 Offshore Ornithology Baseline Data Report.</p> <p>Dr Glen Tyler PhD, Principal Consultant at HiDef oversaw all technical reporting. Glen’s experience is detailed above in Annex 12.1 Offshore Ornithology Baseline Data Report.</p>
14.1 Navigational Risk Assessment (NRA)	Anatac	<p>Lead author is Adam Foster, B.Sc. (Hons) in Mathematics, University of Aberdeen. Adam’s experience is detailed above in Chapter 14: Shipping and Navigation.</p>
15.1 Radar Line of Sight Assessment	OspreyCSL	<p>Lead author is Linda Worley, Beng (Hons) Mech Eng. Linda is a Senior Consultant at OspreyCSL, with 9 years’ experience in the aviation engineering technical safety sector.</p> <p>Linda is currently responsible for providing aviation safeguarding assessments to the wind sector as well as aerodromes on the potential impact of proposed Wind Farm sites or new developments on Airport Communications, Navigation and Surveillance (CNS) equipment and operations. Linda undertakes radar Line of Sight and CNS technical safeguarding assessments, including radar intervisibility assessments in accordance with extant European and UK (Civil Aviation Authority (CAA)) regulatory Standards and Recommended Practices.</p>
15.2 Aberdeen Airport Instrument Flight Procedures (IFP) Assessment	OspreyCSL	<p>Lead author is Chris Latus, BSc Physical Geography. Chris is a CAA Approved Procedures Designer (APD) at OspreyCSL with 7 years’ experience in the aviation technical sector.</p> <p>Chris is currently responsible for delivering IFP design and safeguarding, in accordance with CAA regulatory requirements for UK civil airports and aerodromes. He has worked on various wind farm projects throughout the UK over the past 7 years.</p>
16.1 SLVIA Methodology	OPEN	<p>Lead author is Simon Martin, MLPM CMLI. Simon’s experience is detailed above in Chapter 16: Seascape, Landscape and Visual Amenity.</p> <p>Technical supporting author is Hans Bedey, BA (Hons), MLA, CMLI. Hans’ experience is detailed above in Chapter 16: Seascape, Landscape and Visual Amenity.</p>
17.1 Setting Sieving Exercise (offshore)	ERM	<p>Lead author is Chris Swales, BA Archaeology and Prehistory, Member of Chartered Institute for Archaeologists. Chris Swales is a Senior Heritage Consultant at ERM with 7 years’ experience in environmental consenting services.</p> <p>Chris has worked on a range of Onshore and Offshore Windfarm Applications within Scotland a range of renewable energy projects across the UK. Chris has worked on the Cultural Heritage Chapter of the EIAR for both the Onshore and Offshore Aspects of the Salamander Project, leading on consultation with all key stakeholders and undertaking all site work relating to onshore terrestrial heritage receptors to support the planning applications for both the Onshore and Offshore Aspects of the Salamander Project. 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</p>

EIAR Input	Organisation	Personnel Experience and Qualifications
		important infrastructure schemes across the UK. Chris has worked exclusively within Scottish projects since 2016.
17.2 Setting Assessment (offshore)	ERM	Lead author is Chris Swales, BA Archaeology and Prehistory, Member of Chartered Institute for Archaeologists. Chris's experience is detailed above in Annex 17.1 Setting Sieving Exercise (offshore).
17.3 Marine Archaeology and Cultural Heritage Technical Report	MSDS Marine	<p>The lead author is Tony Brown: BA (Hons.) in Ancient History &amp; Archaeology (University of Leicester); MSc in Forensic Investigation (Cranfield University); and Member of the Chartered Institute for Archaeologists (MCIfA). Tony's experience is detailed above in Chapter 17: Marine Archaeology and Cultural Heritage.</p> <p>The technical supporting author is Mark James, BSc (Hons.) in Marine Archaeology (Bournemouth University), and Member of the Chartered Institute for Archaeologists (MCIfA). Mark's experience is detailed above in Chapter 17: Marine Archaeology and Cultural Heritage.</p>
<i>Offshore EIAR Visual Materials (Volume A.5)</i>		
16.1 SLVIA Visualisations	OPEN	<p>Lead author is Simon Martin, MLPM CMLI. Simon's experience is detailed above in Chapter 16: Seascape, Landscape and Visual Amenity.</p> <p>Technical supporting author is Hans Bedey, BA (Hons), MLA, CMLI. Hans' experience is detailed above in Chapter 16: Seascape, Landscape and Visual Amenity.</p>
17.1 Cultural Heritage Visualisations	OPEN	<p>Lead author is Simon Martin, MLPM CMLI. Simon's experience is detailed above in Chapter 16: Seascape, Landscape and Visual Amenity.</p> <p>Technical supporting author is Hans Bedey, BA (Hons), MLA, CMLI. Hans' experience is detailed above in Chapter 16: Seascape, Landscape and Visual Amenity.</p>