

SENIOR BIOLOGIST - DHI MUSE AND AVIAN ECOLOGY

Do you want to lead the ecological interpretation of complex offshore bird-monitoring projects? Can you turn radar, video, acoustic and environmental data into scientifically defensible conclusions for clients and regulators? Join DHI and take scientific ownership of projects at the intersection of avian ecology, technology and offshore wind.

Responsibilities and challenges

We are looking for a Senior Biologist to provide project-level scientific leadership for DHI MUSE and other avian ecology assignments. You will define research questions and analytical scope of projects, guide ecological interpretation, own the scientific reporting and act as external and internal stakeholders' scientific point of contact. You will work closely with other biologists, data scientists, radar experts, offshore engineers, software developers and project managers.

Your main responsibilities and challenges will include:

- Lead the scientific scoping, study design and research question definitions for assigned projects.
- Apply and assist in developing methods for analysis in flight trajectories, avoidance behaviour, collision risk, barrier effects, bird flux and species distribution modelling.
- Plan and oversee biological review of video and acoustic material, including species identification, behaviour annotation, reviewer guidance and quality assurance.
- Interpret results of data analysis in their ecological context and account for sensor performance and other confounders.
- Own scientific reports, technical notes, presentations and the scientific content of client proposals through internal review and client approval.
- Act as scientific point of contact in dialogue with clients, regulators, project teams, suppliers and subcontractors.
- Review scientific deliverables and proposals, respond to review comments and advise when available evidence cannot support a requested conclusion.
- Help maintain consistent scientific working practices and actively share knowledge within the team and company.

Qualifications and personal skills

We are looking for a colleague with the following qualifications:

Required:

- Master's degree or PhD in biology, ecology, ornithology or a closely related discipline, or otherwise relevant experience in ornithology.
- Substantial professional experience in ecology, environmental monitoring, ecological consultancy or a comparable applied field.
- Demonstrated experience designing ecological studies and interpreting complex, multi-source datasets.
- Strong scientific and technical writing skills, including ownership of client-ready reports
- Ability to use AI to speed up delivery without loss of quality.
- Demonstrated experience of explaining complex results to non-experts.
- Excellent written and spoken English.
- Ability to lead scientific work across disciplines while maintaining clear ownership and escalation boundaries.

Desirable:

- Experience with offshore wind, environmental impact assessment, collision-risk modelling or bird-migration studies.

- Experience with radar, camera, acoustic or other remote-sensing data used in wildlife monitoring.
- Experience in R, Python or other tools used for data analysis.
- Knowledge of reproducible analysis, data quality assurance or quantitative ecology.
- Instrumentation experience, i.e. developing test plans, conducting test, evaluating results and deriving performance specifications for some equipment.
- Fluent in Polish, written and spoken.

Personal qualities:

- Scientifically rigorous and comfortable making evidence-based decisions.
- Proactive, structured and able to manage competing project priorities.
- Clear and confident communicator who builds trust across disciplines.
- Collaborative and willing to support the development of less-experienced colleagues.

About DHI

DHI is a global and independent company dedicated to working on challenges within the fields of water and environment and sustainability. Within these fields, we provide a wide range of advisory, digital advisory, research and water governance services as well as providing leading edge MIKE and MUSE technologies and products to the market. At DHI, we are constantly looking for passionate and talented people who are eager to join our team.

DHI MUSE specifically is dedicated to managing the interplay between avian fauna and offshore wind energy. The product and associated work ultimately aim to automate bird monitoring, and as an add-on do curtailment of specific turbines when there is a risk of collision.

By joining DHI, you will not only become part of a dynamic and collaborative global team of experts; you will be empowered to innovate, engage and grow in your area of expertise. DHI is committed to disseminate our knowledge effectively and across our worldwide network of offices.

We offer

To work at DHI means being part of an organisation that addresses complex challenges in water and the environment. We will offer you:

- A role where ecological science is applied directly to offshore wind and environmental decision-making.
- Collaboration with biologists, data scientists, analysts, instrumentation specialists and project managers in a novel technology domain.
- Professional and personal development, with room to grow your scientific and client-facing responsibilities.
- Flexible working opportunities.
- A diverse, international network of highly skilled colleagues.
- The opportunity to contribute to the continued development of DHI MUSE and avian ecology services.

Office location

- The position is based at DHI's office in Hørsholm, Denmark, with flexible working opportunities in accordance with DHI policy.

How to apply

- Please submit your application and CV via the relevant job posting on [DHI Careers](#).
- Application deadline: 2026-11-10.
- For further information, please contact Måns Karlsson, Scientific Lead, moka@dhigroup.com, +45 4516 9146.