

## Wildlife Ecologist (Pilliga)

*Permanent, full-time*

*Narrabri, NSW*

Australian Wildlife Conservancy (AWC) is the largest private (non-profit) owner of land for conservation in Australia, protecting endangered wildlife at 30 sanctuaries in which we own or manage in partnership, covering a total of more than 6.5 million hectares in iconic regions such as the Kimberley, Cape York, the Top End and Lake Eyre. With a focus on practical land management, informed by world-class science, AWC is implementing a dynamic new model for conservation.

AWC's mission- to deliver effective conservation for all native animal species and their habitats- is achieved by:

- **Operations-** delivering effective large-scale land management including fire management, feral animal control, weed control and infrastructure management.
- **Science-** delivering the largest national biological survey program with a focus on measuring the population of indicator species and the extent of threatening processes as well as conducting research on key issues such as feral cat control.
- **Fundraising-** mobilising finance (primarily, tax deductible donations) from the general public and philanthropists including through effective communication of field updates from around the AWC estate.

In NSW, AWC has been contracted by the NSW Government to reintroduce up to 10 species of threatened mammals into two NSW protected areas – Mallee Cliffs National Park in the south-west NSW, and part of the Pilliga forest in north-central NSW. The Pilliga project site extends over 36,000 ha of Pilliga National Park and the Pilliga State Conservation Area. AWC has constructed a conservation fence on the site to establish a 5,800 ha feral predator-free area, into which six threatened mammal species will be reintroduced. To date, two species have been successfully established on site – the Greater Bilby and Bridled Nailtail Wallaby, with other species planned for reintroduction from 2021. AWC is also responsible for delivering conservation management and an associated science program in the remainder of the project site.

Reporting to the Regional Ecologist NSW, the Wildlife Ecologist will lead our team of ecologists responsible for implementing AWC's science program at the Pilliga project site. A PhD in ecology or similar is essential. Previous experience in conservation management, applied conservation research, reintroductions and/ or ecological monitoring will be treated favourably. Successful applicants will have a demonstrated ability to lead a team of ecologists and, as such, the position requires well-developed communication and organizational skills. This position will initially be based at Narrabri, initially, with the opportunity to move onsite to the Pilliga, once infrastructure and accommodation has been built.

Key duties of the Wildlife Ecologist are to:

- Contribute to the development, implementation and reporting of AWC's science program in the Pilliga. Major tasks in the science program are the measurement of ecological health, the reintroduction of locally-extinct species, and the conduct of research.
- Lead a team of AWC ecologists working in the Pilliga project.
- Work in an integrated way with AWC operations staff to design and implement conservation and land management strategies in the Pilliga.

- Work effectively with key stakeholders, particularly staff from the NSW Government and the local community in relation to the Pilliga project site
- Communicate AWC's science program to the scientific community and to the public through publications, reports, presentations, participation in workshops, etc
- Assist with AWC's communication and fundraising activities.

This is a rare opportunity to join Australia's largest non-government conservation organisation and help shape the future of private sector conservation in Australia.

**Enquiries** only:

Dr Greg Holland, Acting Regional Ecologist NSW | [Greg.Holland@australianwildlife.org](mailto:Greg.Holland@australianwildlife.org)

**Applications** via: [australianwildlife.org/work-with-awc/careers/](https://australianwildlife.org/work-with-awc/careers/)

To submit an application, visit our careers page (linked above), select the relevant job vacancy, click 'APPLY' and follow the prompts.

Your application must include CV and covering letter, briefly addressing the critical competencies listed in the detailed job description on our website or attached.

***Closing date for applications: Friday 21 August 2020***

**Please note:**

1. Applicants must be an Australian citizen/permanent resident or have a suitable visa in place that allows ongoing full-time work in Australia, in order to apply for this position. Sponsorship is not available.
2. If you apply for this role, AWC will include you in its ongoing updates and communications about its events, activities and fundraising initiatives. You may opt out of these communications at any time.
3. Any application submitted to AWC will be handled in accordance with our Privacy Policy, available at [www.australianwildlife.org/privacy](https://www.australianwildlife.org/privacy). By providing us with your contact details, your consent to receive communications and direct educational material will remain current until you advise us otherwise.

*To learn more about AWC's sanctuaries, please visit our website [www.australianwildlife.org/sanctuaries/](https://www.australianwildlife.org/sanctuaries/)*

## Position Description

<b>Designation:</b>	Wildlife Ecologist NSW [WE – NSW]
<b>Reporting to:</b>	Regional Ecologist NSW [RE - NSW]
<b>Supervising:</b>	AWC ecologists implementing the science program at the Pilliga partnership site
<b>Based at:</b>	Narrabri NSW

### Organisational context:

Australian Wildlife Conservancy (AWC) protects wildlife and their habitats on a national network of wildlife partnership sites. AWC's mission – to deliver effective conservation for all native animal species and their habitats – is achieved by:

- Operations – delivering effective conservation and land management including fire, feral animal and weed control, and infrastructure management
- Science – delivering a nationally-coherent program of ecological surveys with a focus on monitoring key conservation assets and threats, conducting applied research relevant to wildlife conservation, implementing conservation programs including reintroductions, and providing advice to management
- Fundraising – mobilising finance (primarily, donations from the general public and philanthropists) through effective communication of AWC conservation programs.

In NSW, AWC has entered into a partnership with the NSW Government (NPWS) to manage Mallee Cliffs National Park in south-west NSW and part of the Pilliga forest in north-central NSW. At each site, AWC has been contracted to:

- Reintroduce regionally-extinct mammals, initially into a fenced feral predator-free area; and
- Deliver conservation and land management and science programs across the project site.

In NSW, AWC also runs a science program at North Head, under contract to Sydney Harbour Federation Trust (SHFT).

The Wildlife Ecologist will play a leading role in the delivery of AWC's science program at the Pilliga project site. Reporting to the Regional Ecologist - NSW, key duties of the Wildlife Ecologist are to:

- Contribute to the development, implementation and reporting of AWC's science program in the Pilliga. Major tasks in the science program are the measurement of ecological health, the reintroduction of locally-extinct species, and the conduct of research.
- Lead a team of AWC ecologists working in the Pilliga project
- Work in an integrated way with AWC operations staff to design and implement conservation and land management strategies in the Pilliga.
- Work effectively with key stakeholders, particularly staff from the NSW Government and the local community in relation to the Pilliga project site
- Communicate AWC's science program to the scientific community and to the public through publications, reports, presentations, participation in workshops, etc
- Assist with AWC's communication and fundraising activities.

### Key relationships:

- The Wildlife Ecologist reports to the Regional Ecologist - NSW, and ultimately to AWC's Chief Science Officer.
- The Wildlife Ecologist works as part of a team of ecologists on AWC sanctuaries and partnership sites

in NSW, including AWC staff, Interns and volunteers.

- In AWC, the Science Team works in an integrated manner with the Operations Team to design and deliver effective land management and to measure and report ecological health.
- In AWC, the Science and Operations Teams work closely with AWC's Development and Communications team, noting that AWC relies on philanthropic support and that AWC is making a significant philanthropic co-investment as part of the partnership with NSW.

### **AWC values**

AWC's work is directed at achieving our mission – the effective conservation of Australia's wildlife and their habitats – and is guided by the following values. At AWC, we are:

- **Accountable** – taking ownership of our actions and outcomes
- **Informed** – working together to acquire and apply evidence, knowledge and experience
- **Respectful** – demonstrating care, recognition and integrity
- **Dedicated** – committed to delivering effective outcomes, with resilience and tenacity
- **Innovative** – applying creative thinking for effective solutions
- **Sustainable** – delivering long-term financial and ecological viability.

### **Critical Competencies:**

1. **Getting things done:** you need well-developed planning and organisational skills, including a demonstrated ability to prioritise and execute many tasks in an efficient manner.
2. **Leadership:** you need strong leadership and team-building skills, including the ability to manage and coordinate a team of staff, volunteers and contractors working in a remote area.
3. **Collaboration:** you need good relationship-building and collaborative skills, including the ability to develop and maintain relationships with a diverse range of stakeholders, including the broader scientific community, conservation and land management organisations, and Indigenous groups.
4. **Advanced knowledge of the conservation of Australian wildlife and ecosystems** including the nature and functioning of the Australian biota; and major threats to native wildlife and their habitats and how these threats can be mitigated. Ideally, you will have experience working with land managers to design strategies for fire, feral and weed management.
5. **Excellent ecological research skills** including high level knowledge of the ecological literature; advanced knowledge of experimental design and sampling methods; and advanced skills in statistical analysis of ecological data and the use of computer software packages relevant to the position.
6. **Good communication skills** including a well-developed capacity to write and review scientific reports and publications, compose funding applications and reports, and communicate science and conservation messages to a general audience.
7. **Competence in financial management, paperwork and compliance:** the ability to deliver projects in a cost-effective manner and to manage financial resources, and to ensure contracted obligations are met and reported on in accordance with the contract requirements.
8. **Resourcefulness:** the ability to improvise and 'problem-solve', developing practical solutions with limited resources.
9. **Willingness to travel** as required to conduct the requirements of the position.

### **Qualifications:**

1. A PhD in ecology or a related discipline is essential.

### **Licenses & Certificates:**

1. A valid manual driver's licence is essential.
2. Senior first aid certificate.

**Inherent requirements of the role:**

The execution of tasks associated with the position will involve fieldwork in remote locations and can sometimes be away from an established field base, often in isolated locations working alone. The working environment will be predominantly outdoors and often in the extremes of weather – hot and wet and/or dry. The position can be physically demanding and may require walking and climbing over rough terrain, heavy muscular activity including lifting, carrying, pushing and pulling loads, bending, climbing and driving a variety of vehicles. In addition, the applicant will conduct periods of office work, planning and supervising projects. The successful applicant must be physically capable of performing these activities in the locations required in order to carry out the inherent role responsibilities.

**Responsibilities:**

<b>1. Science practice</b>
<ul style="list-style-type: none"><li>• Actively protect the integrity of AWC's science program, by adopting, promoting and helping maintain high standards of scientific practice.</li></ul>
<b>2. Leadership</b>
<ul style="list-style-type: none"><li>• Promote AWC's mission and value amongst AWC staff, partners and stakeholders</li><li>• Lead a team of ecologists implementing AWC's science program in the Pilliga:<ul style="list-style-type: none"><li>○ oversee development of work schedules for AWC ecologists, volunteers and Interns working in the Pilliga</li><li>○ ensure appropriate delegation of tasks to ecologists in the program</li><li>○ mentor junior science staff and encourage their professional development.</li></ul></li><li>• Assist with the recruitment and supervision of AWC staff, volunteers and contractors.</li></ul>
<b>3. Ecological health</b>
<ul style="list-style-type: none"><li>• Contribute to the development and review of the ecological health monitoring plan for the Pilliga</li><li>• Implement a program of ecological surveys to give effect to the ecological health monitoring plan:<ul style="list-style-type: none"><li>○ conduct fauna surveys utilising a range of techniques and methods: e.g., standard observational surveys; live-trapping; camera trapping; telemetry</li><li>○ manage the collection of biological samples, herbaria and vegetation data</li><li>○ ensure survey work is conducted and data are recorded, managed and stored securely in accordance with AWC policies and relevant permits.</li></ul></li><li>• Prepare annual ecological health reports and other reports (e.g., survey reports) as required.</li><li>• Ensure all permits and approvals are in place and helping manage regulatory reporting</li></ul>
<b>4. Research</b>
<ul style="list-style-type: none"><li>• Contribute to the development and review of Research Strategies for the Pilliga</li><li>• Implement approved research projects in accordance with AWC policies and relevant permits.</li><li>• Develop and manage partnerships with external research agencies undertaking collaborative research, in accordance with Research Strategies and AWC policies.</li></ul>

<ul style="list-style-type: none"> <li>• Provide supervisory support to students and interns, as required.</li> <li>• Contribute to the administration of research projects including the storage and management of data, preparation of project reports and publications.</li> </ul>
<b>5. Reintroductions</b>
<ul style="list-style-type: none"> <li>• Contribute to the development and review of Translocation Proposals for the Pilliga</li> <li>• Implement Translocation Proposals, including <ul style="list-style-type: none"> <li>○ Sourcing animals for reintroduction</li> <li>○ Conducting the translocation and release of animals</li> <li>○ Undertaking post-release monitoring and research</li> <li>○ Developing strategies for the release of locally extinct mammals outside feral-free areas.</li> </ul> </li> <li>• Contribute to obtaining approvals and managing regulatory reporting</li> <li>• Work effectively with NSW government agencies, Recovery Teams and other stakeholders involved in reintroductions.</li> </ul>
<b>6. Conservation and land management</b>
<ul style="list-style-type: none"> <li>• Assist in the design of strategies for fire management, feral animal control, weed control and other land management activities for the Pilliga, in collaboration with AWC's operations team.</li> <li>• Contribute to the review of annual work plans developed to implement these strategies.</li> <li>• Through ecological health measurement, report on the outcomes of management activities.</li> </ul>
<b>7. Risk management</b>
<ul style="list-style-type: none"> <li>• In accordance with the requirements of the Chief Operations Officer and Chief Science Officer, undertake risk assessments and prepare risk management plans for operations at each site. The risk assessments and management plans must protect the health and safety of everyone on site including you, other staff, contractors, volunteers and visitors.</li> <li>• Implement and comply with the provisions of the approved risk management plan.</li> <li>• Ensure Safety Management plans and safe work systems, as approved by the Chief Operations Officer, are implemented and complied with</li> <li>• In particular: <ul style="list-style-type: none"> <li>○ Ensure that you and all staff, contractors and/or volunteers have adequate training before using plant, equipment, tools and/or vehicles.</li> <li>○ Ensure emergency procedures are developed and posted in appropriate locations.</li> <li>○ Ensure staff members have up-to-date first aid certificates.</li> <li>○ Ensure incident and near miss reports are filled out and submitted as per approved AWC policies and procedures, in a timely manner.</li> </ul> </li> </ul>
<b>8. Project and financial management and reporting</b>
<ul style="list-style-type: none"> <li>• Prepare workplans and budgets for AWC's science program in the Pilliga</li> <li>• Implement science activities set out in approved workplans (including all deliverables specified by</li> </ul>

<p>contract/funding agreements in relation to NSW project sites).</p> <ul style="list-style-type: none"> <li>• Ensure activities are delivered in a cost-effective manner and in accordance with AWC policies and procedures.</li> <li>• Ensure that all expenditure is in accordance with the approved budget; or for expenditure not identified in the budget, a relevant approval in accordance with AWC financial procedures.</li> <li>• Prepare quarterly and annual reports detailing progress in implementing the workplans.</li> <li>• Ensure that necessary financial reports are prepared in accordance with AWC policies and procedures.</li> <li>• Ensure all required financial records and paperwork are retained and, as necessary, submitted to the AWC finance department.</li> </ul>
<b>9. Communication and development</b>
<ul style="list-style-type: none"> <li>• Represent AWC at scientific and public events in accordance with AWC policies and requirements.</li> <li>• Assist in the planning, co-ordination and implementation of development (fundraising) programs.</li> <li>• Assist in drafting, submission and management of applications for funding, and prepare reports.</li> </ul>
<b>10. Volunteer/ Intern programs</b>
<ul style="list-style-type: none"> <li>• Oversee the management of volunteers in the science program in the Pilliga, ensuring integration with AWC's national volunteer program.</li> <li>• In particular, ensure AWC staff: <ul style="list-style-type: none"> <li>○ Select appropriate people as volunteers;</li> <li>○ Provide volunteers with information and agreements before travelling to AWC Sanctuaries/ Project Sites (e.g. related to conditions and tasks they will be asked to perform, etc); and</li> <li>○ Induct and manage volunteers adequately.</li> </ul> </li> <li>• Contribute to the intern program, including the selection and engagement of interns, evaluation and reporting of interns.</li> </ul>
<b>11. Other tasks</b>
<ul style="list-style-type: none"> <li>• Oversee the management of assets used by the science team in the Pilliga.</li> <li>• Conduct other tasks, as required, to ensure the effective conservation of the sites.</li> <li>• Comply with all AWC policies and procedures.</li> </ul>