

Regional Ecologist (NSW)

Permanent, full-time

Regional 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. AWC is also responsible for delivering conservation management and an associated science program in the balance of the project sites. Also in NSW, AWC has been contracted by Sydney Harbour Federation Trust to implement a science program (including reintroductions) to North Head, Sydney.

Reporting to AWC's Chief Science Officer, the Regional Ecologist NSW will lead our team of ecologists responsible for implementing AWC's science program at the Pilliga, Mallee Cliffs and North Head project sites. A PhD in ecology or similar is essential, as is extensive previous experience in conservation management, applied conservation research, reintroductions and/ or ecological monitoring. Successful applicants will have a demonstrated ability to manage ecological projects and to lead a team of ecologists. The position requires excellent leadership, communication and organizational skills, and a depth of knowledge of conservation management in the Australian context. This position will ideally be based in regional NSW, at Narrabri or Buronga.

High level responsibilities of the position are as follows:

- Contribute to the development of AWC's policies and programs, particularly AWC's science program
- Promote AWC's objectives, policies and programs amongst AWC staff, partners and external stakeholders in our NSW projects
- Measure the ecological health of our NSW project sites
- Oversee the reintroduction of locally extinct mammals including planning, implementing and monitoring the outcomes of translocations;
- Conduct research addressing major knowledge gaps in conservation, taking advantage of the opportunities presented by AWC's scale and our integration of science and land management

- Develop, implement and report on conservation and land management strategies, in collaboration with AWC's operations staff
- Supervise and mentor AWC's NSW science team, students, interns and volunteers
- Develop productive relationships with government agencies, NRM and conservation organisations, Indigenous groups, the regional community, external researchers and other stakeholders
- Promote AWC culture and values
- Assist with AWC's communication and fundraising activities.

The position requires a high level of expertise in managing a conservation science program, excellent people management, project management and communication skills. As a senior manager within AWC, you must be motivated to work in the private nature conservation sector and willing to help develop and promote AWC's conservation model.

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

Enquiries only:

Dr John Kanowski, AWC Chief Science Officer John.Kanowski@australianwildlife.org

Applications via: 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 14 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. 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/

Position Description

Designation:	Regional Ecologist NSW [RE – NSW]
Reporting to:	Chief Science Officer [CSO]
Supervising:	AWC ecologists implementing our science program in NSW partnership sites
Based at:	Narrabri or Buronga, or otherwise as agreed by the CSO

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 Regional Ecologist is a senior position in AWC, reporting to the Chief Science Officer. Working closely with AWC's national science team, the Regional Ecologist – NSW has primary responsibility for the development, implementation and communication of AWC's science program at our partnership sites in NSW. High level responsibilities of the position are as follows:

- Contribute to the development of AWC's policies and programs, particularly AWC's science program
- Promote AWC's objectives, policies and programs amongst AWC staff, partners and external stakeholders in our NSW projects
- Measure the ecological health of our NSW project sites
- Oversee the reintroduction of locally extinct mammals including planning, implementing and monitoring the outcomes of translocations;
- Conduct research addressing major knowledge gaps in conservation, taking advantage of the opportunities presented by AWC's scale and our integration of science and land management
- Develop, implement and report on conservation and land management strategies, in collaboration with AWC's operations staff
- Supervise and mentor AWC's NSW science team, students, interns and volunteers
- Develop productive relationships with government agencies, NRM and conservation organisations, Indigenous groups, the regional community, external researchers and other stakeholders

- Promote AWC culture and values
- Assist with AWC's communication and fundraising activities.

The position requires a high level of expertise in managing a conservation science program, excellent people management, project management and communication skills. You must be motivated to work in the private nature conservation sector and willing to help develop and promote AWC's conservation model.

The Regional Ecologist will be based at one of AWC's NSW offices (Narrabri or Buronga), initially, with longer-term location as agreed with the CSO. The Regional Ecologist will be expected to spend periods of time at AWC regional offices, overseeing the management of programs and staff, as well as time in Sydney and other locations liaising with partners and stakeholders.

Key relationships:

- The RE-NSW reports to AWC's Chief Science Officer.
- The RE-NSW will manage AWC science team personnel in NSW, including AWC ecologists, interns, volunteers, students and contractors.
- Within AWC, the Operations and Science teams work in an integrated manner to design and deliver effective land management and to measure and report ecological health. The RE-NSW will be expected to build and maintain a professional working relationship with AWC's operations staff, including the Regional Operations manager and site-level operations managers in NSW.
- The RE-NSW should develop good working and mutually supportive relationships with AWC's other senior ecologists, including the National Science Manager and other Regional Ecologists.
- The RE-NSW will be required to work closely with AWC's Development and Communications teams to help facilitate public education and supporter events.
- The RE-NSW will play an important role in developing and maintaining relationships with AWC's partner organisations in NSW, namely NPWS and SHFT, and with key stakeholders in the conservation, academic and local communities.

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 high level planning and organisational skills, including a demonstrated ability to prioritise and execute many tasks in an efficient manner and work effectively with colleagues.
2. **Leadership:** you need strong leadership and team-building skills, including the ability to manage and coordinate remote teams of staff, volunteers and contractors.
3. **Collaboration:** you need excellent 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. **Excellent 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:** demonstrated 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:

A PhD in ecology or a related discipline and extensive experience in ecological research and/ or conservation management post-PhD 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 may involve fieldwork in remote locations and can sometimes be away from an established field base, including in isolated locations and working alone. The working environment in the field 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:

1. Science practice
<ul style="list-style-type: none">Actively protect the integrity of AWC's science program, by adopting, promoting and helping maintain high standards of scientific practice.
2. Leadership
<ul style="list-style-type: none">Contribute to the development of AWC's science program and policiesPromote AWC's mission and value amongst AWC staff, partners and stakeholdersLead a team of ecologists in NSW:

<ul style="list-style-type: none"> ○ Ensure appropriate delegation of tasks to lead ecologists at each partnership site ○ Ensure effective communication across NSW science team, in particular the leadership group ○ Mentor AWC science staff and encourage their professional development. ○ Oversee work of the Senior Wildlife Ecologist (NSW - SE). In particular: <ul style="list-style-type: none"> ▪ work with the Regional Ecologist SE to develop annual work plans for the position, ensuring adequate time is allocated to the NSW project (nominally 0.5 FTE) ▪ provide appropriate supervision of the position, in relation to work conducted on the NSW project ▪ ensure the position is integrated with other roles in the NSW science team, for example by providing for regular communication, opportunities to contribute to planning and reporting, site visits, etc • Oversee the recruitment and supervision of AWC staff, volunteers and contractors. • Manage the allocation of staff resources at different locations, as necessary, to meet operational requirements.
3. Partnerships
<ul style="list-style-type: none"> • Ensure the science components of partnership projects are on-track against contracted deliverables • Keep the CSO informed of progress of the science program at each site • Oversee planning, delivery and reporting of the science program by lead ecologists at each site • Manage staffing and resourcing required for delivery of the program, ensuring effective planning and prioritisation of work plans and activities • Liaise with project partners (NPWS, SHFT) at the relevant project manager level, ensuring effective integration of AWC's planning and reporting processes with those of partner organisations • Ensure activities are implemented in accordance with requirements of the policies and protocols of AWC and partner organisations • Seek approval for material variations from contractual requirements and approved work plans
4. Stakeholders
<ul style="list-style-type: none"> • Develop and maintain productive working relationships with stakeholders in the projects, including: <ul style="list-style-type: none"> ○ government agencies ○ recovery teams ○ conservation organisations ○ community groups ○ Indigenous interests
5. Ecological health
<ul style="list-style-type: none"> • Oversee the implementation of a program of ecological surveys which give effect to ecological health monitoring plans for AWC partnership sites in NSW • Oversee the recording and submission of data (information, images, etc) from the science program

<p>consistent with requirements of AWC's and partners' data management systems</p> <ul style="list-style-type: none"> • Oversee the preparation of annual reports and scorecards on ecological health. • Oversee the review of ecological health monitoring plans, based on data collected to date
6. Research
<ul style="list-style-type: none"> • Oversee the development and implementation of Research Strategies for AWC's partnership sites in NSW, addressing key knowledge gaps related to the ecology and management of threatened species, the impact of threatening processes, and other matters relevant to AWC's mission and contracts with project partners. • Develop and manage collaborations with external research organisations conducting work on partnership sites. • Oversee the provision of supervisory support to interns and students, as relevant • Oversee the administration of AWC and external research projects, consistent with AWC's policies • Ensure all approvals are in place and manage regulatory reporting
7. Conservation and land management
<ul style="list-style-type: none"> • Oversee the contribution of AWC's science team to the design of conservation and land management strategies on partnership sites in NSW. Ensure the science team works in an integrated way with AWC's operations team and with partner organisations. • Review annual work plans developed to implement these strategies. • Oversee collection of data and reporting by the science team on the outcomes of management activities, through measurement of ecological health on partnership sites. • Oversee the contribution of the science team to the implementation of conservation and land management activities, as relevant.
8. Financial management and reporting
<ul style="list-style-type: none"> • Ensure activities are delivered in a cost-effective manner and in accordance with AWC policies and procedures. • Ensure that all operational 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. • Ensure that necessary financial reports are prepared in accordance with AWC policies and procedures. • Ensure all required records and paperwork are retained and, as necessary, submitted to the AWC finance department.
9. Communication and development
<ul style="list-style-type: none"> • Represent AWC at scientific and public events in accordance with AWC policies and requirements. • Assist in the planning, co-ordination and implementation of development (fundraising) programs. • Assist in drafting, submission and management of applications for funding, and prepare reports.
10. Volunteer and intern programs

<ul style="list-style-type: none"> • Oversee management of interns and volunteers assisting in the science program at AWC's NSW partnership sites, ensuring integration with AWC's national volunteer program. • In particular, ensure AWC staff: <ul style="list-style-type: none"> ○ Select appropriate people as volunteers and interns; ○ Provide volunteers with information and agreements before travelling to sanctuaries (e.g. on conditions, the tasks they will be asked to perform, etc); and ○ Induct and manage volunteers adequately ○ Evaluate and report on the intern program
11. Risk management
<ul style="list-style-type: none"> • 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. • Implement and comply with the provisions of the approved risk management plan. • Ensure Safety Management plans and safe work systems, as approved by the National Operations Manager, are implemented and complied with • In particular: <ul style="list-style-type: none"> ○ Ensure that you and all staff, contractors and/or volunteers have adequate training before using plant, equipment, tools and/or vehicles. ○ Ensure emergency procedures are developed and posted in appropriate locations. ○ Ensure staff members have up-to-date first aid certificates. • Ensure incident and near miss reports are filled out and submitted as per approved AWC policies and procedures, in a timely manner.
12. Other tasks
<ul style="list-style-type: none"> • Oversee the management of assets used by the NSW science team. • Oversee the acquisition, management and reporting of all permits, annual returns and other required reports to government authorities, to facilitate the conduct of the NSW science program. • Conduct other tasks, as required, to ensure the effective conservation of the sites. • Comply with all AWC policies and procedures.