

Wildlife Ecologist (South-west)

Permanent, full-time

Karakamia Wildlife Sanctuary, Perth WA

~ Advance your career in conservation biology and applied ecology ~

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 Kati Thanda-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 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, tax deductible donations) from the general public and philanthropists including through effective communication of AWC conservation programs.

In Western Australia, AWC implements a suite of conservation projects in the Kimberley and in south-west WA. In SW WA, AWC manages four wildlife sanctuaries: Karakamia and Paruna, in the Perth hills; Mt Gibson, in the northern wheatbelt; and Faure Island, in Shark Bay. AWC runs a nationally-significant reintroduction program on these sanctuaries, with feral predator-free 'safe havens' established on Karakamia, Mt Gibson and Faure Island, currently supporting nine threatened mammal species. In addition, AWC's SW wildlife sanctuaries are important for conserving a range of native species and their habitats.

The Wildlife Ecologist will play an important role in helping to design, implement, evaluate, and report on AWC's science program in the south-west. A PhD in ecology or related discipline is essential. Post-graduate experience in conservation biology, applied ecology, ecological monitoring/research, or reintroductions will be highly regarded. In addition to scientific credentials, the successful applicant will require strong leadership, team building and communication skills; the capacity to work with a wide range of stakeholders including land managers, government agencies, Indigenous groups, volunteers and the broader science community; and an ability to get jobs done on time and within budget.

Key duties of the Wildlife Ecologist include the following:

- Contributing to the development, implementation and reporting of AWC's science program in SW WA. Major tasks in the science program include ecological monitoring, the reintroduction of locally extinct species, and applied ecological research.
- Working in an integrated way with AWC operations staff to help design, (as relevant) implement and report on conservation and land management strategies in SW WA.
- Working effectively with key stakeholders, including government agencies, threatened species recovery teams and the local community, in relation to progressing AWC's projects in SW WA.

- Communicating AWC's science program to the scientific community and to the public through publications, reports, presentations, participation in workshops, etc.
- Assisting with AWC's communication and fundraising activities.

This is a good opportunity to join the science program of Australia's largest non-government conservation organisation and make a substantive contribution to our nationally significant conservation projects.

The position is based at AWC's Karakamia Wildlife Sanctuary in the Perth hills, WA. No onsite accommodation is available for this role.

Enquiries only:

Dr Michael Smith, Regional Ecologist SW | Michael.Smith@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. Please also include a brief document that addresses the critical competencies listed in the detailed Position Description on our website or attached. Applications that do not meet these requirements will not be accepted.

Closing date for applications: Friday 30 April 2021

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:	Wildlife Ecologist SW [WE – SW]
Reporting to:	Regional Ecologist SW [RE - SW]
Supervising:	As delegated by the RE, AWC ecologists, volunteers, contractors
Based at:	Karakamia Wildlife Sanctuary, Perth hills, WA

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:

- 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
- Operations – delivering effective conservation and land management including fire, feral animal and weed control, and infrastructure management
- Fundraising – mobilising finance (primarily, donations from the general public and philanthropists) through effective communication of AWC conservation programs.

AWC employees work under the model of OneAWC, defined as 'a cohesive, engaged, collaborative, high performing group guided by strong, effective leaders. A group of people who all understand AWC's mission, vision and their role in contributing to the achievement of mission and vision, all connected and working towards a common purpose, guided by a set of shared values'. The delivery of AWC's mission is highly reliant on all AWC working collaboratively with each other.

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- Working in an integrated way with AWC operations staff to help design, (as relevant) implement and report on conservation and land management strategies in SW WA.
- Working effectively with key stakeholders, including government agencies, threatened species recovery teams and the local community, in relation to progressing AWC's projects in SW WA.
- Communicating AWC's science program to the scientific community and to the public through publications, reports, presentations, participation in workshops, etc.

- Assisting with AWC's communication and fundraising activities.

Key relationships:

- The Wildlife Ecologist reports to the Regional Ecologist - SW, and ultimately to AWC's Chief Science Officer.
- The Wildlife Ecologist will contribute to the leadership of a team of ecologists on AWC sanctuaries in the SW, including AWC staff, Interns and volunteers.
- In AWC, our Science Team works in an integrated manner with our Operations Team to design and deliver effective land management, and to measure and report ecological health.
- In AWC, all staff help our Development and Communications team present our conservation model to the public, given that we rely primarily on philanthropic support.

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 a range of 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 remote areas.
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:** your training and experience will mean you have advanced knowledge of the nature and functioning of the Australian biota, major threats to native wildlife and their habitats, and how these threats can be mitigated. Ideally, you will have experience or the capacity to work with land managers to design strategies for the management of fire, feral animals, and weeds.
5. **Excellent ecological research skills:** you will have advanced knowledge of the ecological literature relevant to conservation in Australia; 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. **Strong scientific communication skills:** you will have a demonstrated capacity to write and review scientific reports and publications, compose funding applications and reports, and the ability to communicate science and conservation messages to a general audience.

7. **Competence in project management, reporting and compliance:** you will have the capacity to deliver projects in a cost-effective manner, to report on project outcomes in a timely manner, and to comply with AWC's policies.
8. **Resourcefulness:** you will have the ability to improvise and 'problem-solve', developing practical solutions with limited resources.
9. **Willingness to travel:** you will need to be able to travel and work at AWC sanctuaries for extended periods to conduct the requirements of the position.

Qualifications:

1. A Ph. D. in ecology or a related discipline is essential.

Licenses & Certificates:

1. Valid manual Australian driver's licence

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 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"> • Promote AWC's mission and values amongst AWC staff, partners and stakeholders • Contribute to the leadership of the team of ecologists implementing AWC's science program in the SW, including, as delegated by the Regional Ecologist SW: <ul style="list-style-type: none"> ○ overseeing development of work schedules for AWC ecologists, volunteers and Interns working in the SW ○ ensuring appropriate delegation of tasks to ecologists in the program ○ mentoring junior science staff and encouraging their professional development. • Assist with the recruitment and supervision of AWC staff, volunteers, Interns, and contractors.
3. Ecological health
<ul style="list-style-type: none"> • Contribute to the development and review of AWC's ecological health monitoring plans in the SW • Implement a program of ecological surveys to give effect to the ecological health monitoring plans: <ul style="list-style-type: none"> ○ conduct fauna surveys utilising a range of techniques and methods: e.g., standard observational surveys; live trapping; camera trapping; telemetry ○ manage the collection of biological samples, herbaria, and vegetation data

<ul style="list-style-type: none"> ○ ensure survey work is conducted and data are recorded, managed, and stored securely in accordance with AWC policies and relevant permits. • Prepare annual ecological health reports and other reports (e.g., survey reports) as required. • Ensure all permits and approvals are in place and helping manage regulatory reporting
4. Research
<ul style="list-style-type: none"> • Contribute to the development and review of Research Strategies for the SW • Implement approved research projects in accordance with AWC policies and relevant permits. • Develop and manage partnerships with external research agencies undertaking collaborative research, in accordance with Research Strategies and AWC policies. • Provide supervisory support to students and interns, as required. • Contribute to the administration of research projects including the storage and management of data, preparation of project reports and publications.
5. Reintroductions
<ul style="list-style-type: none"> • Contribute to the development and review of Translocation Proposals for the SW • Implement Translocation Proposals, including <ul style="list-style-type: none"> ○ Sourcing animals for reintroduction ○ Conducting the translocation and release of animals ○ Undertaking post-release monitoring and research ○ Developing strategies for the release of locally extinct mammals outside feral-free areas. • Contribute to obtaining approvals and managing regulatory reporting • Work effectively with government agencies, Recovery Teams, Indigenous groups, and other stakeholders involved in reintroductions.
6. Conservation and land management
<ul style="list-style-type: none"> • Assist in the design of strategies for the management of fire, feral animals, and weeds on AWC properties in the SW, in collaboration with our operations team. • Contribute to the review of annual work plans developed to implement these strategies. • Through ecological health measurement, report on the outcomes of management activities.
7. 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 Chief Operations Officer, 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.

8. Project and financial management and reporting
<ul style="list-style-type: none"> • As delegated by the Regional Ecologist SW, contribute to the preparation of workplans and budgets for AWC's science program in the SW • Implement science activities set out in approved workplans • Ensure activities are delivered in a cost-effective manner and in accordance with AWC policies and procedures. • 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. • Prepare quarterly and annual reports detailing progress in implementing the workplans. • Ensure that necessary financial reports are prepared in accordance with AWC policies and procedures. • Ensure all required financial 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/ Intern programs
<ul style="list-style-type: none"> • Contribute to the management of volunteers in AWC's science program in the SW, ensuring integration with AWC's national volunteer program. • In particular, ensure AWC staff: <ul style="list-style-type: none"> ○ Select appropriate people as volunteers; ○ Provide volunteers with information and agreements before travelling to AWC properties (e.g., related to conditions and tasks they will be asked to perform, etc.); and ○ Induct and manage volunteers adequately. • Contribute to the intern program, including the selection and engagement of interns, evaluation and reporting of interns.
11. Other tasks
<ul style="list-style-type: none"> • Contribute to the management of assets used by the science team in the SW. • Conduct other tasks, as required, to ensure the effective conservation of the sites. • Comply with all AWC policies and procedures.