

*~ Help develop and coordinate AWC's Conservation Land Management strategies~*

Australian Wildlife Conservancy (AWC) is the largest private (non-profit) owner of land for conservation in Australia, protecting threatened wildlife at 31 properties 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.

AWC's National Science team provides strategic direction to AWC's science program; support to our ecologists working in the regions; as well as information, advice and support to AWC's executive and board.

### **Key duties of the position**

The position of Wildlife Ecologist (National Science) has been established to assist the National Science Manager (NSM) progress the development and coordination of AWC's Conservation Land Management Strategies (fire, pest animals, weeds).

In addition, the role will be expected to contribute to the broader tasks of the National Science program, as requested by the NSM, related to the development and review of strategies to prioritise AWC's acquisitions, partnerships, research, reintroductions, Ecohealth monitoring and climate change adaptation.

The role will also provide advice to AWC's Executive, and provide intellectual support and mentoring for AWC ecologists in the field.

### **Requirements of the position**

The position requires the following qualifications, experience and capacity:

- a PhD degree in ecology or a related discipline
- experience in applied conservation ecology
- team-building, collaboration and communication skills
- the motivation to work in the private nature conservation sector.

AWC manages properties across Australia, with offices in Perth, Brisbane, Sydney, Melbourne, Cairns, Alice Springs and Broome. The position may spend time on AWC properties, many of which are remote; however, the position is predominantly office-based. The position will be based at a location agreed with AWC.

AWC is a leading employer of conservation ecologists. AWC seeks a diversity of skills and perspectives to best achieve our mission: we will readily negotiate working arrangements, including part-time appointments, to suit the requirements of high quality candidates.

**Enquiries** only:

Dr Liana Joseph, AWC National Science Manager | [Liana.Joseph@australianwildlife.org](mailto:Liana.Joseph@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. Applications that do not meet these requirements will not be accepted.

***Closing date for applications: 30 June 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](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/)*

## Role Description

<b>Designation:</b>	<b>Wildlife Ecologist – National Science</b>
<b>Reporting to:</b>	<b>National Science Manager</b>
<b>Based at:</b>	<b>As agreed</b>
<b>Contract:</b>	<b>Permanent, full-time</b>

### Organisational context:

Australian Wildlife Conservancy (AWC) is the largest private (non-profit) owner of land for conservation in Australia. We protect endangered wildlife at 31 locations which we own or manage in collaborative partnerships. AWC's involvement covers 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.

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AWC's science program plays a fundamental role in helping AWC meet its mission. AWC ecologists:

- measure the ecological health of AWC's wildlife sanctuaries and partnership sites;
- conduct research on key issues relevant to the conservation of wildlife;
- plan, implement and monitor reintroductions, and
- contribute to conservation and land management strategies, and report on their outcomes.

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#### Key relationships:

- The position will report to AWC's National Science Manager, and ultimately to AWC's Chief Science Officer.
- The position will work with other members of AWC's National Science team, which - in addition to the National Science Manager – currently comprises the Science Coordinator, three Senior Ecologists, a Wildlife Ecologist, AWC's GIS team (a Spatial Analyst and Spatial Ecologist), and two Botanists.
- The position will work with Regional Ecologists, sanctuary ecologists and land managers to conduct specific tasks related to developing Land Management Strategies and other conservation programs (under the direction of the National Science Manager).

#### AWC values

AWC's work is guided by the following values. In pursuing our mission, we are:

- **Informed** – working together to acquire and apply evidence, knowledge and experience
- **Respectful** – demonstrating care, recognition and integrity
- **Accountable** – taking ownership of our actions and outcomes
- **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.

The delivery of AWC's mission is highly reliant on all AWC working collaboratively with each other under a model called *OneAWC*. *OneAWC* is 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'.

#### Critical Competencies:

1. **Getting things done:** you need good planning and organisational skills, including an ability to prioritise and execute many tasks in an efficient manner.
2. **Leadership:** you need well-developed leadership and team-building skills, including the ability to promote AWC culture, strategies and policies amongst AWC staff.
3. **Collaboration:** you need well-developed relationship-building and collaborative skills, including the ability to work effectively with colleagues, and to develop and maintain relationships with a diverse range of stakeholders, including government agencies, the scientific community, conservation and land management organisations, Indigenous groups and the broader community.
4. **Advanced knowledge of the conservation of Australian wildlife and ecosystems** including the nature and functioning of the Australian biota, major threats to wildlife and their habitats and how these threats can be mitigated. You will have experience working with land managers to design conservation management programs.
5. **Advanced ecological research skills** including high level knowledge of the ecological literature relevant to the position.
6. **Strong 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 professional and general audiences.

7. **Capacity to manage financial resources, and to ensure contracted obligations are met** in accordance with workplans, budgets and 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. Valid manual driver's licence is essential.

**Inherent requirements of the role:**

The execution of tasks associated with this role will primarily be in an office environment, however it may involve travel to remote sites, including away from an established field base, where you may spend time camping in very remote locations in order to support the delivery of AWC activities. AWC sanctuaries are spread across Australia, with working environments often in the extremes of weather. The position may require occasional physically demanding work including lifting and carrying, pushing and pulling loads, bending, climbing, and driving a variety of vehicles. The successful applicant must be physically capable of performing these activities in order to carry out the inherent role responsibilities.

**Responsibilities:**

<b>1. Science practice</b>
Actively protect the integrity of AWC's science program, by adopting, promoting and helping maintain high standards of scientific practice.
<b>2. AWC's Conservation Land Management strategies</b>
<p>Under the direction of the National Science Manager (NSM), assist in the development, coordination and reporting of AWC's conservation land management strategies:</p> <ul style="list-style-type: none"> <li>• Coordinate the development of fire, pest animal and weed management strategies for AWC sanctuaries and partnership sites, drawing on relevant national strategies and property-level templates</li> <li>• review and update strategies as required</li> <li>• contribute to the development of annual workplans</li> <li>• report against outcomes.</li> </ul> <p>This task requires working in close collaboration with AWC's regional (field-based) ecologists and managers, with partners as relevant, and with other National Science ecologists as delegated by the NSM</p>
<b>3. AWC's National Science program</b>
<p>Under the direction of the National Science Manager, assist in the development, coordination and reporting of AWC's other strategic tasks, including:</p> <ul style="list-style-type: none"> <li>• <u>Ecohealth monitoring.</u> <ul style="list-style-type: none"> <li>○ complete Ecohealth monitoring plans for all AWC sanctuaries and partnership sites</li> <li>○ review and update monitoring plans as required</li> <li>○ review and update lists of indicators and surveys, and survey schedules</li> <li>○ compile, edit/review and publish annual reports, scorecards and website facts</li> </ul> </li> <li>• <u>Reintroductions.</u></li> </ul>

<ul style="list-style-type: none"> <li>○ develop and review translocation proposals</li> <li>○ help liaise with government agencies, regulators and recovery teams</li> <li>○ maintain a current schedule of translocations</li> <li>○ help coordinate scheduling of translocations across AWC sanctuaries and partnership sites</li> <li>○ maintain a database of translocations conducted by AWC</li> <li>○ report against outcomes.</li> </ul> <ul style="list-style-type: none"> <li>● <u>Acquisitions.</u> <ul style="list-style-type: none"> <li>○ develop and apply criteria to identify and evaluate potential acquisitions and partnerships to best meet AWC's mission</li> </ul> </li> <li>● <u>Climate change adaptation.</u> <ul style="list-style-type: none"> <li>○ assist in the development of AWC's climate change adaptation strategy</li> </ul> </li> </ul> <p>These tasks requires working in close collaboration with other National Science ecologists as delegated by the NSM, with AWC's regional (field-based) ecologists and managers, and with partners as relevant.</p>
<b>4. Leadership</b>
<ul style="list-style-type: none"> <li>● Promote AWC's mission and values amongst AWC staff, partners and stakeholders</li> <li>● Contribute to the leadership of the team of ecologists implementing AWC's national science program, as delegated by the National Science Manager, including as relevant: <ul style="list-style-type: none"> <li>● overseeing development of work schedules for AWC ecologists, volunteers and Interns</li> <li>● ensuring appropriate delegation of tasks to ecologists in the program</li> <li>● mentoring junior science staff and encouraging their professional development.</li> </ul> </li> <li>● Assist with the recruitment and supervision of AWC staff, volunteers, Interns and contractors.</li> </ul>
<b>5. Stakeholder</b>
<ul style="list-style-type: none"> <li>● Develop and maintain good working relationships with government agencies, Indigenous organisations, conservation groups, the broader scientific community, funding bodies, AWC supporters and members of the public in relation to AWC's science and conservation programs</li> <li>● As delegated by the National Science Manager, represent AWC's science program in workshops, recovery teams and other conservation working groups</li> <li>● Promote AWC's interests in interactions with external groups</li> </ul>
<b>6. Budget and procurement</b>
<ul style="list-style-type: none"> <li>● As delegated, assist in developing and reviewing budgets for AWC's conservation programs</li> <li>● Authorise expenditure as per AWC's procurement policy</li> <li>● Deliver activities in a cost-effective manner.</li> <li>● Ensure that all expenditure is in accordance with: <ul style="list-style-type: none"> <li>○ The approved budget; or</li> <li>○ For expenditure not identified in the budget, a relevant approval in accordance with AWC financial procedures.</li> </ul> </li> <li>● Ensure all required records and paperwork are retained and, as necessary, submitted to the AWC finance department.</li> </ul>
<b>7. 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> </ul>

<ul style="list-style-type: none"> <li>○ Assist in drafting, submission and management of applications for funding, and prepare reports.</li> </ul>
<b>8. Health, safety and environment</b>
<ul style="list-style-type: none"> <li>• In accordance with the requirements of the National Operations Manager and the Chief Science Officer, undertake risk assessments and prepare risk management plans. The risk assessments and management plans must protect the health and safety of everyone conducting AWC activities and/or on AWC sanctuaries 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 National Operations Manager, are implemented and complied with. 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 relevant 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>9. Undertake other tasks, as required</b>
<ul style="list-style-type: none"> <li>• Conduct other tasks to ensure effective conservation of wildlife and habitats on AWC wildlife sanctuaries.</li> <li>• Comply with all AWC policies and procedures.</li> </ul>