

## Position Description

<b>Designation:</b>	Wildlife Ecologist/ Senior Wildlife Ecologist NSW [SE/ SWE – 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:

- 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.

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 applied ecological, conservation and land management programs across the project site.

The Wildlife Ecologist/ Senior 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/ Senior Wildlife Ecologist include:

- Taking a lead role in the development, implementation and reporting of AWC's science program in the Pilliga. Major tasks in the science program include ecological monitoring, the reintroduction of locally-extinct species, and ecological research.
- Leading a team of AWC ecologists working in the Pilliga.
- Working in an integrated way with AWC operations staff to design and implement conservation and land management strategies in the Pilliga.
- Working effectively with key stakeholders, including staff from the NSW Government, various threatened species recovery teams and the local community, in relation to the Pilliga project.
- 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/ Senior Wildlife Ecologist reports to the Regional Ecologist - NSW, and ultimately to AWC's Chief Science Officer.
- The Wildlife Ecologist/ Senior 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. **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 applied conservation strategies, e.g., for fire, feral animal and weed management.
2. **Excellent ecological field and research skills** including high level knowledge of the ecological literature; advanced knowledge of experimental design and sampling methods; strong skills in vertebrate ecology and sound skills in field ecology generally; advanced skills in statistical analysis of ecological data and the use of computer software packages relevant to the position.
3. **Commitment to conservation:** you must have a strong drive to make a positive difference to the conservation of Australian wildlife
4. **Getting things done:** you need well-developed planning and organisational skills, including a demonstrated ability to prioritise tasks in an effective manner to deliver your role.
5. **Leadership:** you need strong leadership and team-building skills, including the ability to manage and coordinate a team of staff and volunteers working in a remote area.
6. **Collaboration:** you will want to work as part of a high-performing team of conservation ecologists, contributing what you can and learning from the skills and ideas of your colleagues. More generally, you need to have good relationship-building and collaborative skills. You need to be willing to learn from the experience and world-view of the diverse range of stakeholders involved in the program, including operations managers, NPWS partners, Traditional Owners and the broader community.
7. **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.
8. **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.
9. **Resourcefulness:** the ability to improvise and problem-solve, developing practical solutions with the resources at hand, and/or the ability to obtain additional resources if required.
10. **Willingness to travel** as required to conduct the requirements of the position.

### **Qualifications:**

1. A PhD in ecology or a related discipline is essential. For appointment at the Senior Wildlife Ecologist

level, you will need to have a minimum of 5-10 years professional experience in a relevant field.

#### **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 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><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></ul>

<ul style="list-style-type: none"> <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>• Lead the development of an 'outside the fence' reintroduction strategy</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 contract/funding agreements in relation to NSW project sites).</li> <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</li> </ul>

<p>with AWC's national volunteer program.</p> <ul style="list-style-type: none"> <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>