

About us

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

About the role

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.

At Mallee Cliffs, AWC has constructed the largest feral predator-free fenced area on mainland Australia (9,500 Ha), into which locally-extinct mammal species will be reintroduced. The reintroduction program commenced in 2019 with the release of the Greater Bilby and a further 7 species are scheduled for release in 2021. AWC is also responsible for delivering conservation management and an associated science program including long-term ecological monitoring and research across the Park. This position may be required to assist with delivery of the regional program and elsewhere across AWC as required.

The Land Management Officer (LMO) will support the Operations Manager with the delivery of land management activities across the Mallee Cliffs NP. The LMO may also be required to assist at other Sanctuaries and NP's from time to time, particularly Pilliga forest SCA & NP and Scotia Wildlife Sanctuary. Mallee Cliffs NP and Pilliga Forest NP/SCA are part of a historic partnership between AWC and the NSW National Parks to implement a program to reintroduce threatened and /or regionally extinct species through the construction of large feral proof fenced areas.

These properties span a vast array of habitats, terrain and geography. Each NP has its own unique requirements for the management of fire, weeds and feral animal control, asset and infrastructure development, and the restoration of ecosystems and the management of visitors.

You will work alongside other land management and science staff (Land Management Officers, Operations/Sanctuary Managers, Field Ecologists and Wildlife Ecologists), and also engage volunteers for a range of projects.

This role is initially based in Mildura, VIC. Construction of accommodation will be undertaken on the Mallee Cliffs site. Until such time this is completed, the Senior Land Management Officer will live at home (Mildura), and travel to site (Mallee Cliffs).

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

Enquiries only:

Bruce Summerfield - Operations Manager bruce.summerfield@australianwildlife.org | 0400 227 878

Applications:

To submit an application, click '**APPLY**' and follow the prompts to complete an application form.

Your application must include CV and covering letter, briefly addressing your experience, critical competencies, and interest in the role. Applications that do not meet these requirements will not be accepted.

Closing date for applications: Sunday 31 October 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, please visit our website www.australianwildlife.org/

Position Profile

Designation:	Land Management Officer – Mallee Cliffs
Reporting to:	Mallee Cliffs Operations Manager
Supervising:	From time-to-time AWC staff, volunteers and a range of contractors who may assist in the execution of the duties listed below.
Based at:	Mallee Cliffs National Park <i>Mildura or surrounding area, operating from depot and travel to Mallee Cliffs.</i>

Organisational context:

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.

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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'. The delivery of AWC's mission is highly reliant on all of AWC working collaboratively with each other.

Values of AWC:

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:

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

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These properties span a vast array of habitats, terrain and geography. Each NP has its own unique requirements for the management of fire, weeds and feral animal control, asset and infrastructure development, and the restoration of ecosystems and the management of visitors.

You will work alongside other land management and science staff (Land Management Officers, Operations/Sanctuary Managers, Field Ecologists and Wildlife Ecologists), and also engage volunteers for a range of projects.

The two staff streams (operations and science) work together in an integrated manner to design, implement and measure the effectiveness of land management strategies. The Land Management Officer will report to and support the Mallee Cliffs Operations Manager with conservation and operational programs.

Critical Competencies:

1. A broad knowledge of trade skills (building, mechanical, fencing, plumbing, welding & electrical) is desirable, including the ability to carry out routine tasks and maintenance.
2. Demonstrated knowledge of feral animal control techniques (trapping, tracking etc), particularly for feral predators.
3. Demonstrated practical skills in relation to asset and infrastructure repair and maintenance including skills relevant to:
 - a. Implementation of the approved asset and infrastructure maintenance program (building, fencing, road maintenance and repair, etc.).
 - b. Ability to use a wide range of plant and equipment including carrying out routine mechanical repairs to:
 - i. 4WD's, side-by-side ATV, grader, dozer, loader, tractors etc.
 - ii. Generators, pumps etc.
 - iii. Power tools including chainsaws, welders etc.
 - c. General infrastructure projects including construction, fencing and building.
 - d. Certificates or training credentials for high risk equipment must be supplied.
4. Knowledge of practical land management programs including:
 - a. Fire management
 - b. Weed control programs
 - c. Feral animal control programs
5. Understanding of and interest in Australian ecology and conservation issues.
6. Demonstrated planning and organisational skills including the ability to prioritise and execute a number of tasks in an efficient manner.
7. The ability to improvise and problem-solve, developing practical solutions with limited resources.
8. Willingness and ability to work independently without supervision or as part of a small team, as required.

9. Basic/intermediate computer skills including Word, Excel and email (desirable).
10. Experience of working and living in a rural/remote area.

Qualifications:

1. Relevant trade/ TAFE qualification (desirable).
2. Practical experience in delivering 'on-ground' results is more important than formal qualifications.

Licenses & Certificates:

1. A *valid* manual driver's licence with 4WD experience in difficult conditions is essential.
2. A current NSW firearms licenses (desirable)
3. Experience operating agricultural machinery such as trucks, tractors etc and relevant licenses, where required.
4. Bushfire control training and experience (desirable).
5. Current first aid qualifications.
6. National police clearance certificate.

Inherent requirements of the role:

The execution of tasks associated with this role will involve extensive fieldwork in remote locations often away from an established field base, where you should expect to spend time camping in very remote locations in order to enable the efficient delivery of programs. The working environment is outdoors and often in the extremes of weather. The position will be physically demanding when undertaking field/operational tasks and will require muscular activity 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 remote locations in order to carry out the inherent role responsibilities.

Responsibilities: Under the direction of the Operations Manager, or in their absence, the direction of the Chief Operations Officer, undertake the following activities. The majority of these activities will be undertaken in collaboration with other staff.

1. Maintain assets and infrastructure
<p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> • Ensure the approved inventory of assets and infrastructure is maintained. • Undertake maintenance of assets and infrastructure per the approved maintenance schedule, to: <ul style="list-style-type: none"> • Buildings and associated services such as waste management • Roads, airstrip, walking trails, fire-breaks, campgrounds etc • Fence removal • Ground maintenance • Good understanding of data collection software and GIS mapping. • Record all maintenance activity per approved AWC procedures, including recording the use and replacement of assets such as fuel, equipment and maintenance supplies.
2. Land management & research activities
<p>Key activities and responsibilities:</p>

- In accordance with the approved operational plan, implement key land management and conservation programs including:
 - Weed control
 - Deliver weed control work plans
 - Ensure chemical stock levels are maintained
 - Ensure the storage and use of hazardous materials and equipment is consistent with accepted safety standards; and
 - Ensure anyone under your supervision using chemicals is adequately trained (and appropriately licensed where required by relevant legislation) in their use and has recently reviewed the relevant MSDS.
 - Feral animal control
 - Implement approved control programs per approved AWC procedures
 - Carry out regular surveys of feral animal numbers and types; and
 - Keep detailed records, per approved AWC procedure.
 - Fire management
 - Undertake training with site staff to ensure you are competent in the use of fire-fighting equipment; and
 - When directed, undertake controlled burning per the approved plans, including fire scar data collection and assisting with wildfires.
 - Other land management duties as required
 - As directed, assist in the implementation of strategies and work plans related to the research and monitoring programs, for example:
 - The establishment and maintenance of research and monitoring sites across the NP; and
 - Participating in and providing support to scientific staff in relation to conducting baseline biodiversity surveys.
 - Assist in reporting on the effectiveness of AWC's land management strategies in abating relevant threats and protecting wildlife and ecosystems.

3. Improvement, installation and planning of new infrastructure and assets

A significant part of this project is the establishment of a large fenced area, and operational base. The LMO will be expected to be a significant contributor to the delivery of these projects.

Key activities and responsibilities:

- In line with the approved budget and the operational plan, develop plans for new infrastructure as required, including:
 - Obtaining quotes
 - Competitive selection process
 - Supervision of contractors/suppliers
 - Organising the purchase and ordering of new assets in accordance with AWC's purchasing policies and budget constraints; and

<ul style="list-style-type: none"> • Where appropriate, construct and establish new infrastructure.
4. Administration, finance and reporting
<p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> • Ensure that all expenditure is in accordance with AWC policies and procedures. • Ensure all required records and paperwork are retained and, as necessary, submitted to the AWC finance department. • Ensure that the collection, recording and banking of all revenue is in accordance with AWC policies and procedures.
5. Supervision of staff, volunteers and contractors
<p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> • As required, supervise: <ul style="list-style-type: none"> • Other staff • Contractors; and • Volunteers. • Assist with the induction and supervision of volunteers. • Ensure that you undertake a safety induction and that you provide the same to any staff, volunteers or contractors for which you have management/supervisory responsibility. • Provide appropriate safety induction (i.e. Conditions of Entry) to NP visitors. • Ensure all relevant policies are complied with in relation to visitors, volunteers and contractors including (but not limited to) occupational health and safety. • Notify the Operations Manager immediately of all incidents, accidents or near misses and ensure necessary reports are filled out and submitted per the approved AWC policies and procedures within the designated timeframes.
6. Volunteers, visitors and fundraising
<p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> • Assist with the volunteer program including: <ul style="list-style-type: none"> • Following the approved volunteer recruitment and induction procedure which includes: <ul style="list-style-type: none"> • The selection of appropriate people as volunteers • Volunteers are given relevant information before travelling to the NP (e.g. on conditions, the tasks they will be asked to perform etc) • Volunteers are managed appropriately while on the NP • Assist with the implementation of the approved visitor strategy, as amended from time-to-time. • Develop, maintain and improve visitor facilities. • As required, assist in the implementation of fundraising programs including for example by assisting in the logistics and conduct of supporter visits. • Ensure photos and information is gathered for inclusion to weekly reports

7. Safety and Risk Management

Key activities and responsibilities:

- Support the Operations Manager with on-going risk assessments and reviewing the risk management plan for operational activities. The risk assessments and management plan must aim to protect the health and safety of everyone on the NP including you, staff, contractors, volunteers and visitors, as well as minimising public liability risk.
- Support the Operation Manager by ensuring appropriate management of risks in relation to the health and safety of staff, contractors and volunteers.
- Implement and comply with the provisions of the approved management plan. In particular:
 - Ensure the storage and use of hazardous materials and equipment is consistent with accepted safety standards.
 - Ensure that any staff, volunteers or contractors for which you have supervisory responsibility, have undertaken adequate training and been provided with necessary PPE before they use any plant, equipment, tools and/or vehicles.
 - Ensure incident reports (including near miss reporting) are completed in a timely manner per AWC policies and procedures.
 - Maintain a working knowledge of AWC's safety policies and procedures and regularly review any updates via the AWC intranet.

8. Undertake other tasks, as required

Key activities and responsibilities:

- Comply with AWC policies and procedures.
- Champion AWC values and ONEAWC. As required by the Operations Manager, Regional Operations Manager and/or the Chief Operations Manager, undertake other specified tasks at other AWC sanctuaries, or managed areas.