

## Role Description

<b>Designation:</b>	<b>Wildlife Ecologist (South East)</b>
<b>Reporting to:</b>	<b>Senior Wildlife Ecologist (South East)</b>
<b>Supervising:</b>	<b>Other staff, interns, volunteers, contractors</b>
<b>Based at:</b>	<b>Mildura, Victoria</b>
<b>Employment type:</b>	<b>2-year contract, 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 sanctuaries which are owned or managed in partnership, covering a total of more than 6.5 million hectares. AWC's mission is to deliver effective conservation for all native animal species and the habitat in which they live. This achieved by a focus on implementing applied conservation actions informed by world-class science.

In the South-East, AWC runs a long-term reintroduction project at Scotia Sanctuary, innovative partnerships with NSW National Parks to reintroduce locally extinct mammals and deliver conservation land management at Mallee Cliffs National Park and Pilliga State Conservation Area and a science program at North Head in Sydney. AWC's work in the South-East has a strong focus on ecosystem restoration through the reintroduction of locally extinct critical weight range mammals.

Scotia Sanctuary supports reintroduced populations of Numbats, Bilbies, Burrowing Bettongs and Bridled Nailtail Wallabies within an 8,000-ha fenced area. The sanctuary also supports important populations of extant threatened species including Malleefowl, Southern Ningau and Marbled Delma. At Mallee Cliffs National Park AWC implements a large-scale reintroduction project to protect regionally extinct mammal species. To date 5 species have been reintroduced into a 9,570-ha fenced area including Numbat, Red-tailed Phascogale, Greater Bilby, Woylie and Greater Stick-nest Rat. Further translocations of 5 additional species are scheduled in 2022 and beyond.

This position will work as part of our ecology team based at Mildura, Victoria servicing our projects at Scotia Sanctuary and Mallee Cliffs National Park in south-western New South Wales. The position will support the planning and delivery of ecological services around these projects including translocations, ecological monitoring, and research. The position will also contribute to the supervision of a team of field ecologists. This is an exciting opportunity to work on one of the longest running reintroduction programs in Australia at Scotia Sanctuary and one of the newest at Mallee Cliffs National Park.

The position requires well-developed skills in technical writing and data interpretation; extensive ecological field experience; a capacity to organise field survey logistics; good personnel management, leadership, communication, and liaison skills; the ability to work with a diverse range of staff from different backgrounds in remote settings; and a willingness to help develop and promote AWC's conservation model. The position involves an attractive mix of office work and fieldwork.

The ideal candidate will be a collaboration-oriented team-player who can take direction, work with colleagues, and supervise and mentor junior staff. Previous experience in mammal ecology including handling, monitoring and research will be highly regarded. The successful candidate will have well-developed research and writing abilities to a standard suitable for publication in scientific journals.

#### **Critical competencies:**

1. **Getting things done:** you need very well-developed planning and organisational skills, including the ability to prioritize and deliver a range of tasks in an efficient manner.
2. **Leadership:** you need strong interpersonal and team-building skills, including the ability to motivate, manage and coordinate remote teams of staff, interns, volunteers and potentially contractors, as well as to work effectively together with Indigenous partners.
3. **Collaboration:** you need good relationship-building and collaborative skills, including the ability to develop and nurture relationships with a diverse range of stakeholders, including colleagues, Indigenous groups, external conservation and land management organizations and local land management staff at each site.
4. **Ecological knowledge:** you will have a well-developed knowledge of applied ecology and conservation with a track record in one or more of: delivery of applied ecological programs, threatened species recovery projects inducing reintroductions, the development and review of ecological monitoring projects, the conduct of ecological research.
5. **Ecological field skills:** you will have strong field survey skills in animal trapping, identification and handling, the use of camera traps and radio telemetry; as well as other fauna and flora survey skills.
6. **Ecological research:** you will have good knowledge of experimental design in ecology and the statistical analysis of ecological data, and experience in the use of computer software packages including analytical, graphing, word processing, spreadsheet/ database, and GIS software.
7. **Science communication:** you will have a well-developed capacity to draft and review scientific reports and publications, write translocation proposals, develop monitoring and management plans, compose funding applications and reports, and communicate science and conservation messages to a general audience.
8. **Financial management, paperwork, and compliance:** you will have the ability to support the cost-effective delivery of projects and to assist with managing financial resources, ensuring contracted obligations are met, commensurate with the requirements of the position.
9. **Resourcefulness:** you will have the ability to improvise and 'problem-solve', developing practical solutions with limited resources.
10. **Travel requirements:** you must be willing to travel away from base and conduct field work to meet the requirements of the position.
11. **Living remotely:** You need to have the ability to work in an isolated small team environment. Ideally, you would have previous experience of working and living in a rural area, preferably remote.

#### **Key relationships:**

- The Wildlife Ecologist will report to the Senior Wildlife Ecologist, who oversees both projects and is based in Mildura. The Senior Wildlife Ecologist reports to the Regional Ecologist South-east, based in Narrabri (NSW), who ultimately reports to AWC's Chief Science Officer.
- The Wildlife Ecologist will work with a team of AWC ecologists in SW NSW including Field Ecologists, Interns, and volunteers.
- 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 Wildlife Ecologist will work closely with AWC's Development and Communications teams to promote AWC's model of conservation.

#### **Qualifications:**

A PhD in ecology or related discipline (or a research higher degree and demonstrated capacity to write reports and scientific papers). Recent graduates are encouraged to apply.

#### **Licenses & Certificates:**

Essential: valid manual driver's license. To perform this role, you will need to be able to operate a 4WD in remote field conditions.

Desirable: senior first aid certificate (remote certification). AWC will provide training as required.

#### **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.

#### **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.

At AWC, we operate as '**OneAWC**' which 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 staff across AWC working collaboratively with each other.

#### **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. Ecohealth monitoring</b>
<ul style="list-style-type: none"> <li>• Implement a program of ecological surveys which give effect to ecological health monitoring plans for Scotia and Mallee Cliffs, consistent with AWC's existing framework:</li> </ul>

<ul style="list-style-type: none"> <li>○ Conduct wildlife surveys using a range of techniques and methods: live traps; observational surveys; camera traps; acoustic monitors; telemetry; other technologies as developed.</li> <li>○ Ensure survey work is conducted in accordance with AWC policies and relevant permits</li> <li>○ As required, contribute to the collection of biological data, samples, and specimens</li> <li>○ Ensure all relevant data are recorded, managed, and stored securely.</li> <li>● Analyse data and prepare survey reports, ecological health reports and scorecards</li> <li>● Contribute to the review of ecological health monitoring plans as required</li> </ul>
<b>3. Reintroductions</b>
<ul style="list-style-type: none"> <li>● Assist the Senior Wildlife Ecologist in planning, implementing, and monitoring the reintroduction of locally extinct mammals to Scotia and Mallee Cliffs as required, 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 mammals outside feral-free areas.</li> </ul> </li> <li>● Assist the Senior Wildlife Ecologist in obtaining all approvals and help manage regulatory reporting</li> <li>● Work effectively with other AWC staff, government agencies, Recovery Teams and other stakeholders involved in reintroductions</li> </ul>
<b>4. Research</b>
<ul style="list-style-type: none"> <li>● Develop and implement research projects at Scotia and Mallee Cliffs as required, that address 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, consistent with AWC's policies, approvals, and relevant permits.</li> <li>● Assist external researchers and students undertaking collaborative research on AWC sanctuaries; help develop collaborations as relevant.</li> <li>● Lead and/ or collaborate with other AWC ecologists and external researchers, as relevant, in writing reports and scientific publications on research projects.</li> <li>● Assist in the administration of all research projects including approvals, storage and management of data, reporting and publications.</li> </ul>
<b>5. Conservation and land management</b>
<ul style="list-style-type: none"> <li>● As delegated, contribute to the design and review of strategies for conservation land management activities at Scotia and Mallee Cliffs.</li> <li>● Contribute to the development and review of annual work plans to implement these strategies.</li> <li>● Report on the outcomes of management activities.</li> <li>● Assist in the implementation of conservation and land management projects, as relevant.</li> </ul>
<b>6. Leadership</b>
<ul style="list-style-type: none"> <li>● Provide positive leadership and be a role model for staff, interns, and volunteers.</li> <li>● Promote AWC values in the science team and across the organization.</li> </ul>

<ul style="list-style-type: none"> <li>• Develop constructive relationships with internal and external stakeholders.</li> <li>• Assist with the professional development of junior staff through mentoring and coaching.</li> </ul>
<b>7. Planning and budgeting</b>
<ul style="list-style-type: none"> <li>• Contribute to the preparation of operational plans and budgets for science activities at Scotia and, as required, other AWC sanctuaries in south-east Australia</li> <li>• Ensure AWC obligations under any contractual arrangements are met</li> <li>• Implement science activities set out in operational plans (including all deliverables specified by contract/ funding agreements)</li> <li>• Ensure activities are implemented in accordance with requirements of AWC policies and permits.</li> <li>• Contribute to quarterly and annual reporting against the plans and budgets, and provide additional progress reports, as requested.</li> <li>• Seek approval for material variations from the plans</li> </ul>
<b>8. Community and stakeholder engagement</b>
<ul style="list-style-type: none"> <li>• Develop and maintain productive working relationships with partner organisations, Indigenous groups, neighbouring landholders, government agencies, conservation groups, other NGOs, and recovery teams</li> <li>• Work with Indigenous interests, as relevant, in conducting science activities</li> </ul>
<b>9. Volunteer and Intern programs</b>
<ul style="list-style-type: none"> <li>• As delegated, contribute to the management of volunteers including Interns assisting in the science program in the south-east, ensuring integration with AWC's national volunteer and Intern programs. <ul style="list-style-type: none"> <li>○ In particular, ensure you and AWC staff you supervise: <ul style="list-style-type: none"> <li>▪ Select appropriate people as volunteers and Interns;</li> <li>▪ Provide volunteers and Interns with information and agreements before travelling to sanctuaries/ partnership sites (e.g. on living conditions and the tasks they will be asked to perform)</li> <li>▪ Induct and manage volunteers and Interns adequately; and</li> <li>▪ Evaluate and report on the volunteer and Intern programs</li> </ul> </li> </ul> </li> </ul>
<b>10. Financial management and reporting</b>
<ul style="list-style-type: none"> <li>• Deliver activities in a cost-effective manner and in accordance with AWC policies and procedures.</li> <li>• 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.</li> <li>• Ensure all required records and paperwork are retained and, as necessary, submitted to the AWC finance department.</li> </ul>
<b>11. Communications</b>
<ul style="list-style-type: none"> <li>• Contribute to the recording and submission of information relating to wildlife, ecosystems and AWC's science program activities at Scotia and Mallee Cliffs, and other AWC sanctuaries in south-east Australia as delegated.</li> </ul>

<ul style="list-style-type: none"> <li>• Compile and submit information and images for use in AWC communications products</li> <li>• Contribute to the preparation and submission of weekly reports.</li> <li>• Represent AWC at various scientific and public events in accordance with AWC policies and requirements.</li> </ul>
<b>12. Development</b>
<ul style="list-style-type: none"> <li>• Assist in the implementation of development (fundraising) programs and events.</li> <li>• Assist in drafting of applications for funding and help prepare reports.</li> </ul>
<b>13. Management of risks, health, and safety</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 sanctuary and partnership site. The risk assessments and management plans must protect the health and safety of everyone on sanctuary 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>14. Other tasks</b>
<ul style="list-style-type: none"> <li>• Contribute to the management of assets used by the south-east science team.</li> <li>• Assist in obtaining, managing, and reporting permits required by government authorities</li> <li>• Conduct other tasks as required to ensure the effective conservation of AWC sanctuaries and partnership sites</li> <li>• Comply with all AWC policies and procedures.</li> </ul>