

Position Profile

Designation:	Feral Animal Control & Land Management Officer (FACO/LMO)
Reporting to:	Sanctuary Manager – Mount Gibson
Supervises:	Periodically, a range of contractors, volunteers and casual staff.
Based:	Mount Gibson Wildlife Sanctuary, via Wubin WA <i>On-site accommodation provided to successful candidate.</i>

Organisational context:

Australian Wildlife Conservancy is one of the world's largest conservation organisations, delivering and influencing effective conservation across more than 12.9 million hectares in iconic regions such as the Kimberley, Cape York, Kati Thanda-Lake Eyre and the Top End. 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 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.

Four of these sanctuaries – Karakamia, Paruna, Faure Island and Mount Gibson – occur in southwestern Australia, an internationally recognised "biodiversity hotspot". These sanctuaries are home to an internationally significant mammal reintroduction project involving species such as Woylies, Black-flanked Rock-wallabies and Western Barred Bandicoots.

In recent years, AWC launched the Mount Gibson Endangered Wildlife Restoration Project, which has established a 7,800 ha feral predator-free area at Mount Gibson. This is the largest fox and cat-free area on mainland WA.

Mount Gibson is supported by the southwest operations team based at Karakamia, and utilises a range of contractors, casual staff and volunteers. Science staff will manage all science-based activities at Mount Gibson, including animal translocations. The Mount Gibson Feral Control Supervisor reports to the Mount Gibson Sanctuary Manager.

The southwest region currently has 13 full-time staff, 9 casual staff (Guides), interns, and a range of research students and volunteers. Day-to-day operations are overseen by the individual Sanctuary Managers and science programs by the South West Regional Ecologist [SW RE]. The 2 staff stream (operations and science) work together in an integrated manner to design, implement and measure the effectiveness of land management strategies.

Other key positions:

- SW Regional Operations Manager
- Other SW Sanctuary Managers and Land Management Officers
- Administration & Operations Support Officer (SW)
- SW Regional Ecologist, who manages a team of ecologists in SW
- Mt Gibson Senior Field Ecologists, who supervise Field Ecologists and ecology intern

Primary responsibilities:

The primary responsibilities are:

- Under the supervision of the Sanctuary Manager, and with input from the AWC Science team, carry out the feral animal control program.
 - Carry out eradication plan for inside the feral enclosure (i.e. rabbits) and outside the feral enclosure in the most efficient and effective means possible
 - Develop and conduct feral predator control programs across the 131,812ha sanctuary under the guidance of the sanctuary manager.
- Working closely with relevant staff, including the science team, implement the monitoring program that will assess the success of the eradication program and associated activities.
- As directed by the Sanctuary Manager, undertake the implementation of other land management programs at Mount Gibson;
 - Fire management (wildfire control)
 - Undertake infrastructure asset repairs and maintenance.
- Provide operational support to the SW science team.
- Host supporters and visitors, including providing overviews of the eradication programs and the methodologies used.

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:

Land Management:

1. A broad knowledge of all trades (building, mechanical, fencing, plumbing, welding & electrical) is desirable, including the ability to carry out routine tasks and maintenance.
2. Demonstrated practical skills in relation to asset and infrastructure repair and maintenance including skills relevant to:
 - a. Implementation of the approved Mount Gibson asset and infrastructure maintenance program (building, fencing, roads etc).
 - b. Ability to use a wide range of plant and equipment including carrying out routine mechanical repairs to:
 - i. 4WD's, graders, tractors etc;
 - ii. Generators, pumps etc; and
 - iii. Power tools including chainsaws, welders, small engines and motors etc.
 - c. General infrastructure projects including construction, fencing and building.
3. Knowledge of practical land management programs for conservation outcomes including:
 - a. Fire management;
 - b. Weed control programs; and
 - c. Feral animal control programs.

Feral Animal Control:

1. Significant, demonstrated practical skills in relation to the humane eradication of rabbits, foxes and cats, ideally from within a defined area using an integrated combination of baiting, trapping and shooting programs, including the ability to track animals.
2. Delivery of the eradication program in accordance with AWC's mission statement and conservation ethos.
3. Skills and relevant licenses for the use of firearms appropriate for feral animal control as relevant to Mount Gibson.
4. Ability to implement programs such as a monitoring program that assesses the effectiveness of eradication activities.
5. Skills in management of assets and infrastructure including maintenance & repair of the feral enclosure fence.
6. Demonstrated familiarity with using camera traps for monitoring feral species and familiarity with 1080 baiting practices and methods.
7. Demonstrated familiarity with GIS based mapping systems.

Personal Attributes:

1. Self-starter capable of working alone or equally able to work as part of a small team.
2. A demonstrated ability to co-ordinate, prioritise and execute a number of tasks in an efficient manner.
3. Excellent communication and interpersonal skills.
4. Ability to use standard business software packages including Word, Excel, and email.
5. Previous experience of, and ability to, work and live in remote areas and a willingness to spend extended periods in the field.

6. The ability to improvise and 'problem-solve', developing practical solutions with limited resources.
7. Understanding of and interest in Australian ecology and conservation issues.

Experience/Qualifications:

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

Licenses & Certificates:

1. Firearms experience and relevant licenses for feral control programs.
2. Appropriate certification for chemical handling as required for feral control programs.
3. A *valid* manual driver's licence with 4WD experience in arid/difficult conditions is essential.
4. Experience operating agricultural machinery such as trucks and tractors and relevant licenses, where required.
5. Bushfire control training and experience (desirable).
6. First aid certificate & Police clearance certificate.

Inherent requirements of the role:

The execution of tasks associated with the position involves extensive fieldwork in a rural and semi-remote location, and can occasionally be away from an established field base. The working environment is predominantly outdoors and often in the extremes of weather – hot/cold and wet or dry, especially when conducting fire and feral control operations. The position is physically demanding, requiring heavy muscular activity including lifting and carrying, pushing and pulling loads, bending, climbing and driving a variety of vehicles. The successful applicant must be mentally and physically capable of performing these activities in order to carry out the inherent role responsibilities.

Responsibilities:

1. Implement a feral animal eradication strategy at Mount Gibson and other sanctuaries
<p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> • Under the direction of the Mount Gibson Feral Control Supervisor & Sanctuary Manager, implement feral animal control programs to eradicate and / or remove from Mount Gibson Sanctuary: <ul style="list-style-type: none"> ○ Feral Cats ○ Foxes ○ Rabbits • Monitor established 7,800ha feral enclosure for any feral cat or fox incursions. • The position will also require the implementation of a feral animal control program in unfenced areas, including buffer zones around fenced areas. • Conduct the eradication program in accordance with AWC animal handling guidelines, and relevant codes of practice for the humane treatment of pest animals. • Maintain knowledge of developments in feral animal control strategies and techniques.

<ul style="list-style-type: none"> Where relevant to AWC operations, and when approved, liaise with neighbours in relation to the implementation of regional, coordinated feral animal control programs.
2. Implement a feral animal monitoring program for Mount Gibson Wildlife Sanctuary
<p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> With the Sanctuary Manager, and with guidance from the SW Regional Operations Manager, implement a feral animal monitoring program. At Mount Gibson this typically involves establishing a network of dusted roads / paths and the regular inspection of this network for animal tracks, but it may include other approaches such as the innovative use of camera traps and tracking radio-collared feral animals etc. and the collection and analysis of scat. Monitor fenced areas after complete eradication for any incursion of feral animals. In unfenced areas, the purpose of the monitoring program is to identify the presence of feral animals and, over time, to monitor trends in their population and behavior. Make recommendations to the Sanctuary Manager based on the information obtained from monitoring programs, and adjust eradication strategies accordingly.
3. Establish, maintain and repair sanctuary assets and infrastructure
<p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> As required by the Sanctuary Manager, assist with the maintenance, servicing and repairs of assets and infrastructure on the sanctuary (e.g. vehicles, fences, buildings, plant and equipment). As required by the Sanctuary manager, assist in the establishment or construction of new infrastructure (e.g. renovates buildings, fence construction etc.).
4. Assist in the development and implementation of other land management strategies on AWC sanctuaries
<p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> As directed by the Sanctuary Manager, assist in the implementation of other land management strategies / work plans at Mount Gibson and other AWC sanctuaries. For example: <ul style="list-style-type: none"> Assist in the implementation of fire management programs Assist in the eradication and control of weeds Provide logistical support for AWC ecologists and visiting research scientists Ensuring of assets and infrastructure is maintained, including the insurance asset list, per the approved AWC procedure. 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, campground & walk trails, fire-breaks etc; Fence maintenance, and where relevant, redundant infrastructure removal; and Ground maintenance.

<ul style="list-style-type: none"> ○ Record all maintenance activity per approved AWC procedures, including recording the use and replacement of assets such as fuel, equipment and maintenance supplies. ○ Implement other conservation projects as required
5. Administration and reporting
<p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> • Maintain accurate records in relation to: <ul style="list-style-type: none"> ○ Implementation of feral animal control programs ○ Implementation of monitoring programs ○ Provide data from the eradication program for the AWC activity metrics • Ensure that all expenditure is in accordance with AWC policies and procedures • Ensure all required financial records and paperwork are retained and submitted to the Sanctuary Manager • Maintain other records and diaries relating to the discharge of your duties as required by the Sanctuary Manager • Ensure that the collection, recording and banking of all revenue is in accordance with AWC policies and procedures.
6. Management of staff and contractors
<p>Key activities and responsibilities:</p> <p><i>Note: generally, the LMO/FACO will be responsible in carrying out and reporting on the feral animal control program i.e. there will be no staff to supervise. However, from time to time the LMO/FACO may be assisted by part-time or casual staff and/or contractors.</i></p> <ul style="list-style-type: none"> • As required, co-ordinate, engage and supervise: <ul style="list-style-type: none"> ○ Other staff ○ Contractors ○ 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 Mount Gibson visitors. • Ensure all relevant policies are complied with in relation to visitors, volunteers and contractors including (but not limited to) safety. • Notify the Mount Gibson Sanctuary 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.
7. Assist in the implementation of a volunteer program
<p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> • Assist in the management and supervision of volunteers.
8. Assist in AWC's communication, education, and fundraising programs

<p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> • When requested, provide information relating to the feral eradication program for use in the AWC communication strategy. • Establish and maintain effective relationships with visitors, supporters, neighbours, and government bodies as relevant to Mount Gibson. • As required, assist in the implementation of supporter events and other fundraising and visitor programs (this may include presenting information and hosting supporters). • Implement and comply with all AWC risk management requirements, and take all reasonable measures to ensure the health and safety of staff and sanctuary visitors.
<p>9. Ensure appropriate management of risks in relation to the health and safety of staff, contractors, volunteers and visitors</p>
<p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> • In accordance with the requirements of the Sanctuary Manager, participate in the development of a risk assessment and risk management plan for operations at Mount Gibson. The risk assessment and management plan must aim to protect the health and safety of staff, contractors, volunteers, students and visitors. • Participate in the development of a Project risk assessment for the feral eradication projects and submit for approval to the Sanctuary Manager. • Implement and comply with the provisions of the approved risk management plan and AWC OH&S policies and procedures, including Safe Work Practices for AWC Ecologists (where relevant to operational activities). • In particular: <ul style="list-style-type: none"> • Ensure the use of firearms, poisons, chemicals and equipment relating to feral animal control is consistent with accepted safety standards. • Ensure that you, and any other staff, students, volunteers or contractors (for which you have supervisory responsibility) have adequate training before they use plant, equipment, tools and/or vehicles and that a safety induction is undertaken. • Ensure incident and near miss reports are filled out and submitted as per approved AWC policies and procedures, in a timely manner.
<p>10. Other tasks</p>
<p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> • On request, undertake and support other specified tasks at other AWC sanctuaries. • Comply with AWC policies and procedures. • Champion AWC values and OneAWC approach.