

### Role Description

<b>Designation:</b>	<b>Wildlife Ecologist – Newhaven Wildlife Sanctuary [WE – Newhaven]</b>
<b>Reporting to:</b>	<b>Regional Ecologist – Central and South Australia [RE – CSA]</b>
<b>Supervising:</b>	As delegated by the RE – CSA: AWC ecologists, interns, volunteers, contractors, Indigenous Rangers
<b>Based at:</b>	<b>Newhaven Wildlife Sanctuary</b>

### Organisational context:

Australian Wildlife Conservancy (AWC) is the largest private (non-profit) owner of land for conservation in Australia. We protect threatened wildlife at over 30 properties which we own or manage in collaborative partnerships, across a total area of more than 12.9 million hectares. With a focus on practical land management, informed by world-class science, AWC is implementing a dynamic new model for conservation.

AWC's mission - *effective conservation of Australian wildlife 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 science program plays a fundamental role in helping AWC meet its mission. AWC ecologists:

- measure and evaluate 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.

In AWC, our Central and South team manages programs on seven properties in the Northern Territory and South Australia. These are Newhaven Wildlife Sanctuary and a partnership with Traditional Owners of the Ngalurrjtju Aboriginal Land Trust, adjacent to Newhaven, in the Northern Territory; Kalamurina, Buckaringa, Dakalanta and Yookamurra Wildlife Sanctuaries in South Australia, and a partnership with local landholders and conservation groups to protect threatened species on Western River Refuge, Kangaroo Island.

### Key duties of the position

The Wildlife Ecologist is responsible for implementing AWC's science program at Newhaven.

Key duties of the position include:

- Developing, implementing and reporting on AWC's science programs at Newhaven, including:
  - Monitoring ecological health
  - Planning, conducting, monitoring and reporting on reintroductions of regionally extinct mammals

- Undertaking, or collaborating in, research addressing major knowledge gaps in conservation, particularly reintroduction ecology.
- Managing a team of AWC ecologists, interns, and volunteers in the field
- Working with AWC land managers to deliver effective conservation. As part of AWC's approach to conservation, the science team helps design, implement (as required) and report on strategies for the effective management of fire, feral animals, weeds and other threats
- Working with Traditional Owners and Ranger Groups as required to scope, plan and implement surveys
- Working effectively with key stakeholders in reintroductions and the broader scientific community e.g. Recovery Teams etc.
- Communicating AWC's science program to our partners, Traditional Owners, the scientific community and to the public through publications, reports, presentations, participation in workshops, etc.
- Assisting with AWC's communication and fundraising activities.

Responsibilities may change over time, as delegated by the RE - CSA.

The position requires well-developed skills in wildlife survey and the conduct of applied ecological research; expertise in, or the capacity to implement, reintroductions and other complex conservation science programs; excellent personnel management, communication and liaison skills; proven ability to lead teams, ideally in a remote location; and a well-developed capacity for project management and reporting. The appointee must be motivated to work in the private nature conservation sector and be willing to help develop and promote AWC's conservation model.

### **Requirements of the position**

The position requires the following qualifications, experience and capacity:

- a PhD in ecology and relevant experience
- ideally, a track record in conservation ecology
- leadership, team-building and communication skills
- the capacity to work with a wide range of stakeholders including other scientists, land managers, Indigenous groups, neighbours, government agencies and volunteers
- an ability to get jobs done on time and within budget, and
- capacity to work in remote areas.

The position will be based at AWC's Newhaven Wildlife Sanctuary, approximately 4 hours drive north-west of Alice Springs, Northern Territory. The role requires frequent fieldwork on Newhaven and some travel to other AWC properties or reintroduction source sites, and a balance of office work.

AWC is a leading employer of conservation ecologists. We seek a diversity of skills and perspectives to best achieve our mission: we will readily negotiate working arrangements to suit the requirements of high quality candidates, consistent with meeting the deliverables of the role.

### **Key relationships:**

- The position reports to the RE – CSA, and ultimately to AWC's Chief Science Officer.
- The position is part of a team of AWC ecologists in the CSA region and will be required to work with other AWC ecologists across other regions and AWCs National Science Team.
- The position will manage a small team of AWC ecologists, interns and volunteers at Newhaven, and will lead and supervise AWC ecologists, interns, volunteers, and potentially contractors, in the field.

- Within AWC, the Operations and Science teams work in an integrated manner to design and deliver effective land management and to measure and report on ecological health. The WE-Newhaven will be expected to work closely with the Newhaven sanctuary manager and to develop good working relationships with AWC operations staff generally.
- The WE-Newhaven will work with AWC's Development and Communications teams to promote AWC's model of conservation which may include supporter events and public education.

### **AWC values**

AWC's mission is the effective conservation of Australia's wildlife and their habitats. Our 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 professional planning, communication, problem-solving and organisational skills, including an ability to prioritise and execute many tasks in an efficient manner.
2. **Leadership:** you need strong leadership and team-building skills, including the ability manage teams in a small community, and to promote AWC culture, strategies and policies amongst AWC staff.
3. **Collaboration:** you need strong 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. These skills are particularly important in remote locations.
4. **Ecological understanding:** you will have 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, based on familiarity with the ecological literature relevant to the position, and ideally experience working in the conservation sector.
5. **Ecological survey and research:** you will have professional field survey skill, with competence in animal trapping, identification and handling, and related competencies (or capacity to rapidly acquire competency) in observational surveys, telemetry, vegetation and habitat assessments. You will have advanced knowledge of experimental design, sampling methods and statistical analysis of ecological data. You will have proficiency in the use of computer software packages commensurate with the position, including statistical packages, science reference libraries, data collection platforms and planning programs.

6. **Science communication:** you will have a track record in writing and reviewing scientific reports and publications, composing funding applications and reports, and communicating conservation science information to professional and general audiences.
7. **Financial management, paperwork and compliance:** you will have the capacity to deliver projects and to manage resources in a cost-effective manner, ensuring contractual obligations are delivered on-time and within-budget. You must be willing to follow organisational policies (e.g., in relation to safety, human resources, procurement, and scientific practice).
8. **Resourcefulness:** you will have the ability to improvise and 'problem-solve', developing practical solutions with limited resources.
9. **Willingness to travel:** you must be willing to travel away from base and conduct fieldwork in remote locations for extended periods to meet the requirements of the position.
10. **Living in the bush:** You will need to have the ability to work in an isolated small team environment. Ideally, you will have previous experience of working and living in a rural area, preferably remote.

#### **Qualifications:**

A PhD in ecology or a related discipline is essential. In special circumstances, candidates with a research higher degree, extensive (10 years +) relevant experience, and a demonstrated capacity to write and review scientific papers and reports may be considered for the position.

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

1. Valid manual driver's license is essential.  
For field work on AWC properties, you will need to be competent in driving a 4WD in difficult conditions.
2. You will need to have first aid training and/ or be willing to be trained in provision of first aid.

#### **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 and mentally 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. Ecohealth monitoring and evaluation</b>
<p>Under the direction of the RE - CSA, lead the development, coordination and reporting of AWC's Ecohealth monitoring and evaluation program at Newhaven, including:</p> <ul style="list-style-type: none"> <li>Coordinate and implement a program of ecological surveys which inform or give effect to Ecohealth monitoring plans for Newhaven, consistent with AWC's national framework:</li> </ul>

<ul style="list-style-type: none"> <li>○ Conduct wildlife surveys utilising 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 ethics and scientific 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 and review survey reports, and Ecohealth reports and scorecards.</li> <li>● Contribute to the development and review of sanctuary Ecohealth monitoring plans and species' Population and Conservation Management Plans.</li> </ul>
<p><b>3. Reintroductions</b></p> <ul style="list-style-type: none"> <li>● Assist the RE - CSA in planning, implementing and monitoring the reintroduction of locally extinct mammals to Newhaven and other AWC sanctuaries as required, including: <ul style="list-style-type: none"> <li>○ Leading the development and execution of approved Translocation Proposals</li> <li>○ Sourcing animals for reintroduction incl. pre-harvest surveys, where required</li> <li>○ Conducting the translocation and release of animals</li> <li>○ Undertaking post-release monitoring and research, incl. post-harvest surveys, where required</li> <li>○ Developing strategies for the release of mammals outside feral-free areas</li> </ul> </li> <li>● Assist the RE - CSA 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>
<p><b>4. Research</b></p>
<ul style="list-style-type: none"> <li>● As delegated by the RE - CSA, implement research projects on Newhaven, and as required, other AWC sanctuaries and partnership sites in CSA, addressing 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 framework and approval process.</li> <li>● Assist external researchers and students undertaking collaborative research on AWC sanctuaries and partnership sites in the CSA region; help develop collaborations as relevant.</li> <li>● Assist in the administration of all research projects including approvals, storage and management of data, reporting and publications.</li> <li>● Take a lead role in/ collaborate with other AWC ecologists and external researchers, as relevant, in analysing data and writing up reports and scientific publications on research projects.</li> </ul>
<p><b>5. Conservation and land management</b></p>
<ul style="list-style-type: none"> <li>● Contribute to the design of strategies for fire management, feral animal control, weed control and other land management activities on Newhaven and other AWC sanctuaries or partnership sites in CSA.</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>
<p><b>6. Leadership</b></p>

<ul style="list-style-type: none"> <li>• Promote AWC values in the Newhaven team, particularly the science team and in your dealings across the organisation and with stakeholders</li> <li>• Develop constructive relationships with the AWC operations team at Newhaven and in the CSA region more broadly, seeking to develop and maintain a 'One-AWC' approach, resolving constructively any issues that may arise</li> <li>• Provide strong positive leadership to the science team at Newhaven. Be a positive role model for staff, interns and volunteers, and assist with the professional development of junior staff through mentoring and coaching.</li> </ul>
<b>7. Personnel management</b>
<ul style="list-style-type: none"> <li>• Manage a team of AWC ecologists, interns and volunteers at Newhaven and in the field.</li> <li>• Co-ordinate, engage and supervise other staff, interns, volunteers, Indigenous Rangers and Traditional Owners, and contractors. Ensure all relevant AWC policies are complied with in relation to the engagement of staff or contractors, including safety, recruitment, purchasing and other relevant policies.</li> <li>• Contribute to the management of interns and volunteers assisting in the science program at Newhaven, ensuring integration with AWC's national programs. In particular: <ul style="list-style-type: none"> <li>○ Help select appropriate people as volunteers and interns;</li> <li>○ Provide volunteers and interns with information and agreements before travelling to sanctuaries (e.g. on conditions, the tasks they will be asked to perform, etc);</li> <li>○ Induct and manage interns and volunteers adequately; and</li> <li>○ Help evaluate and report on the intern program.</li> </ul> </li> </ul>
<b>8. Planning and budgeting</b>
<ul style="list-style-type: none"> <li>• Contribute to the preparation of plans and budgets for science activities at Newhaven and, as required, other AWC sanctuaries and partnership sites in CSA.</li> <li>• Ensure AWC obligations under any partnership agreements and contractual arrangements are met</li> <li>• Implement science activities set out in approved plans (including all deliverables specified by contract/funding agreements)</li> <li>• Seek approval for material variations from the plans</li> <li>• Deliver activities in a cost-effective manner and in accordance with AWC policies and procedures.</li> <li>• Contribute to quarterly and annual reporting against the plans and budgets, and provide additional progress reports, as requested.</li> </ul>
<b>9. Indigenous, community and stakeholder engagement</b>
<ul style="list-style-type: none"> <li>• Develop and maintain productive working relationships with partner organisations and other stakeholders, including Indigenous groups, neighbouring landholders, government agencies, conservation groups and recovery teams</li> <li>• Work with Indigenous groups, as relevant, in conducting science activities. Act with respect towards Indigenous people and their culture.</li> <li>• Represent AWC's interests in interactions with stakeholders.</li> </ul>
<b>10. Communications and development</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 in north-east Australia.</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> <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>11. 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. 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 National Operations Manager, 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> </ul> </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>
<b>12. Other tasks</b>
<ul style="list-style-type: none"> <li>• Contribute to the management of assets used by the Newhaven science team.</li> <li>• Assist in obtaining, managing and reporting permits required by government authorities.</li> <li>• Conduct other tasks to ensure the effective conservation of AWC sanctuaries and partnership sites.</li> <li>• Comply with all AWC policies and procedures.</li> </ul>