



2026 Ecologist Guide Internship Program



Contents

1.	About AWC.....	3
2.	About the internship program.....	3
3.	Training program	4
4.	Required skills/selection criteria	5
5.	Required licences and qualifications.....	5
6.	Inherent requirements of the internship	5
7.	How to apply	6
8.	Key contacts	7
9.	Program overview.....	8

1. About AWC

AWC is a pragmatic global conservation leader, restoring landscapes and providing hope for Australian wildlife. Guided by science, AWC delivers measurable conservation impacts at scale to secure the future of our most endangered species.

At AWC we are inspired by the unparalleled richness of Australia's wildlife, and we are united by our determination to protect its unique animals and landscapes. It is our mission to effectively conserve all Australian wildlife and habitats, and our vision is for a world where Australia's biodiversity is valued and effectively conserved by an engaged community.

The delivery of AWC's mission is highly reliant on all AWC working collaboratively with each other as a cohesive, engaged, collaborative, high performing group guided by strong, effective leaders.

AWC's work 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.

One AWC '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.

2. About the internship program

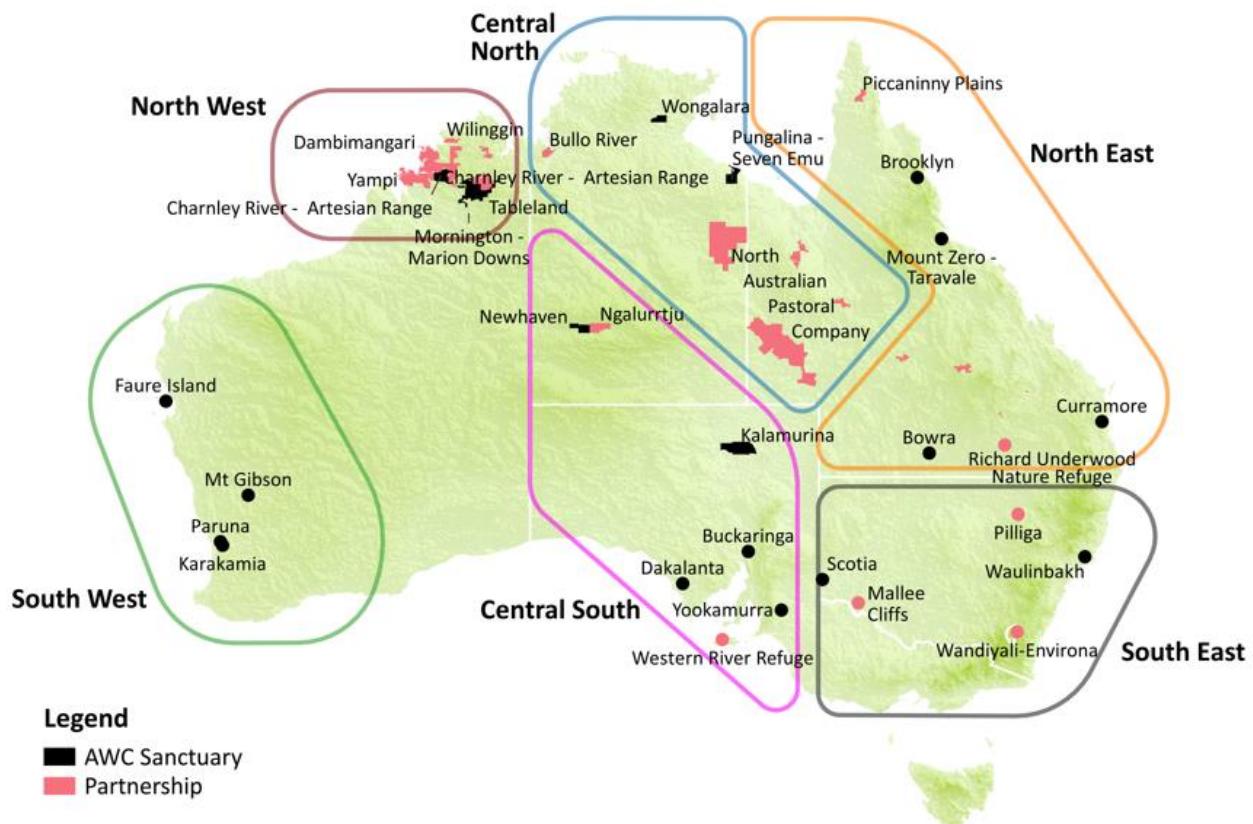
This is an exciting and rewarding opportunity to gain valuable experience in science communication and ecology focused guiding across AWC's network of wildlife sanctuaries. This internship program has been designed to provide an exciting training program for those looking for an introduction to science communication in the field of conservation ecology across some of AWC's most iconic wildlife sanctuaries. This is a rare opportunity to gain excellent communication and guiding skills to inform AWC supporters about, and be part of, the important conservation work being undertaken by the organisation.

We are seeking an exceptional, highly motivated, and engaging emerging Ecologist Guide to work with and learn from our ecology guiding team in the delivery of outstanding visitor experiences.

Led by the Field Ecologist and Guide (Senior), you will work with and learn from an experienced team communicating AWC's conservation science and land management programs to public visitors and AWC supporters.

The duration of the internship will run for approx. 6 months from **March to September 2026**. The successful candidate will be provided with a modest living stipend and travel assistance for the duration of the program.

Due to the nature of this role and the events and guide program, flexibility in working hours is required to meet operational needs. The role involves working on AWC sanctuaries, where meals and basic accommodation are provided during on-site work. It also requires a willingness to work in remote locations for extended periods, for example up to three and a half weeks at a time, and the ability to live and work in extreme weather conditions, including hot, humid, dry, and wet environments.



3. Training program

AWC has constructed a training program that will:

- Enable experience in a range of Australian ecosystems, and associated flora and fauna;
- Assist with the development of written communication materials
- Provide training and experience across a wide variety of science communication methods:
- Guided tours such as birdwatching, spotlighting, walking and driving tours
- Public speaking, presenting AWC's conservation work

The Intern will be mentored by a team of experienced Ecologist Guides, who will provide on-going assessment throughout the training program. At the end of the training program, the Intern's progress will be evaluated, and an assessment report provided.

4. Required skills/selection criteria

- A passion and enthusiasm for nature and the conservation of Australia's wildlife and habitats (an interest in bird watching is desirable).

- Enthusiasm for science communication, including interest in communicating AWC's mission and conservation work to AWC supporters and the general public.
- A highly engaging, friendly, professional and confident personality.
- Exceptional interpersonal skills including a demonstrated ability to:
 - Work effectively as part of a small team.
 - Engage with high-net-worth individuals and members of the public (desired).
- Good ecological knowledge on the function of Australian ecosystems, conservation of threatened species, and impacts of threatening processes.
- Experience in ecological surveying, such as animal spotting and trapping, animal identification, camera trapping, telemetry and spotlighting (desirable).
- Good organisational and logistical skills, a demonstrated ability to prioritise and execute many tasks in an efficient manner.
- Motivation to work in the private nature conservation sector and be willing to help develop and promote AWC's conservation model.
- Competence in the use of standard computer software packages, including the Microsoft Suite (Outlook, Excel, Word, PowerPoint).
- Travel and time in the field: you must be willing to travel away from home for on sanctuary events, often in remote and basic living conditions.
- Preparedness and capacity to follow OHS and a willingness to implement OHS procedures in relation to the tourism industry; working in remote and harsh environments; working around small aircrafts and helicopters; and working with wildlife.

5. Required licences and qualifications

- A bachelor's degree in Ecology (or similar) is essential. (Honours/equivalent experience is desirable)
- A current valid Australian (or recognised international) manual driver's license, with experience in 4WD/off-road conditions
- Current first aid certificate, senior and/or remote first aid (desirable)
- Working with Children Check (if relevant)
- National Police clearance certificate
- Fluency in English
- Internships are open to all applicants with the right to work in Australia (appropriate visa, permanent residency, etc.), though noting key criteria is an understanding of Australian flora and fauna.

6. Inherent requirements of the internship

The execution of tasks associated with the internship will involve frequent fieldwork in remote locations and can sometimes be away from an established field base, at times in isolated locations. 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 and swimming. This role requires high levels of engagement with AWC supporters in the field and during mealtimes and will support and contribute to the philanthropic work of the organisation. In addition, the applicant will conduct periods of office work, preparing for upcoming events

and aiding in the creation of communication materials for said events. The successful applicant must be physically capable of performing these activities in the locations required to carry out the requirements of this role.

7. How to apply

All our internship details are posted on our internships page, with multiple internships across the country which all have requirements as listed on the page and advertisement.

If you are interested in applying, we recommend following these steps:

Step 1: Do your research:

- Ensure you research what work we do at the Australian Wildlife Conservancy and how this relates to your prior experiences and education.
- Invest time into researching each individual region and how this would align to your academic, career, and personal interests. You can find more info on our [FAQs](#) page.

Step 2: Prepare your application:

- Visit our [careers page](#) and create a new profile or log into your existing profile. Build your resume and application and ensure to keep track of when applications close.
- For help and information on building your application, please view our FAQs and our application tips. Ecology & Conservation Internship Application Tips can be found [here](#).

Step 3: Apply:

- Lastly – once you've finalised all the details on your application and have proofread it – apply!
- Your application will need to include two separate documents to be uploaded.
 1. Your CV or resume
 2. Two-part covering letter
 - a. Explaining your interest in applying for the internship program (1-2 pages)
 - b. Briefly addressing each of the selection criteria listed above (2 pages)
- Applications that do not meet the above requirements will not be accepted.

Applications must be submitted by Sunday 8 February 2026

Please note:

1. Applicants must be an Australian citizen/permanent resident or have a suitable visa in place in order to apply for the internship program. 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-policy. By providing us with your contact details, your consent to receive communications and direct educational material will remain current until you advise us otherwise.

First Nations people are strongly encouraged to apply. Please contact us if you require support with your application.

8. Key contacts

If you have any further questions which aren't covered in this document or our [FAQs](#), please reach out to either:

- Issie Connell, Field Ecologist and Guide (Senior): isabel.connell@australianwildlife.org for intern-specific questions or;
- The People (HR) Team at intern@australianwildlife.org for any recruitment and broader internship questions.

9. Program overview

The table below outlines the tasks the intern will engage in to gain practical experience and develop their skills and experience.

Objectives	Tasks	Learning outcomes	Evaluation of outcomes
Participate in the preparation of AWC's guiding communication materials	<ul style="list-style-type: none"> Collect and prepare information from AWC's science and land management programs for presentations and key message documents 	<ul style="list-style-type: none"> Experience in gathering detailed scientific information and translating it into documents relevant to a wider audience 	<ul style="list-style-type: none"> Ability to translate detailed documents to the communication materials used by Ecologist Guides
Participate in communicating AWC's work through guided tours and supporter engagement	<ul style="list-style-type: none"> Learn key messages for guided tours Participate in accurately delivering key message information on tours such as birdwatching, spotlighting, guided walks and presentations Impart your passion and knowledge for nature and conservation Engage and connect with supporters over meals and during field activities Looking for and showing wildlife while on guided tours, reacting to the environment around you and connecting others with it Conduct tours following the principles of the bushwalking code, based on 'Leave No Trace', promote a culture of ecological sustainability and always conduct yourself in an 	<ul style="list-style-type: none"> Experience with public speaking and science communication Experience spotting and identifying wildlife, including the ability to inform others on its location and share knowledge about the species. 	<ul style="list-style-type: none"> Ability to interact in a positive way and effectively communicate AWC's work in the field Ability to spot and identify wildlife and possess/share knowledge on the species being observed. Ability to run guided tours in a sustainable way

	environmentally conscious and sustainable manner.		
Assist with the management of equipment and materials	<ul style="list-style-type: none"> Contribute to the maintenance of equipment used, including computers, communication and safety gear, books, etc. Ensure assets, including vehicles and accommodation assets, are maintained and presentable. 	<ul style="list-style-type: none"> Experience managing equipment and materials 	<ul style="list-style-type: none"> Ability to manage equipment and materials needed to deliver guided tours
Participate in staff meetings	<ul style="list-style-type: none"> Discuss issues relating to safety, planning and visitor engagement 	<ul style="list-style-type: none"> Public speaking 	<ul style="list-style-type: none"> Ability to interact in a positive way with a range of staff
Ensure appropriate management of risks in relation to health and safety	<ul style="list-style-type: none"> Implement and comply with AWC project risk assessments, designed to protect the health and safety of everyone on sanctuary including you, other staff, and visitors, including reporting of incidents. Ensure visitors follow applicable safety procedures when on tours (i.e., wearing seatbelts, carrying water, sunscreen, sun hats, not jumping into waters of unknown depth/dangers, etc.). 	<ul style="list-style-type: none"> Experience working safely in a remote environment with visiting groups of people. 	<ul style="list-style-type: none"> Ability to work safely and ensure the safety of those around you.