



~ A unique opportunity to help shape the future of private sector conservation in Australia ~

AWC Ecologist Guide

2-year contract

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| Designation: | Ecologist Guide |
| Reporting to: | Senior Field Ecologist and Guide |
| Based at: | Sydney, NSW with extensive travel to various AWC sanctuaries |
| Role duration: | 2-year contract (starting early March 2025) |

Organisational context

AWC's mission - to deliver *effective* conservation for all Australian native animal species and the habitats in which they live - 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.

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 AWC working collaboratively with each other.

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.

Job Description

An exciting and rewarding opportunity to work in science communication across AWC sanctuaries and implementing AWC's science program. This is a rare opportunity to use your excellent communication and guiding skills, as well as relevant ecological experience, to inform supporters about and be part of the important conservation work being undertaken by the organisation.

Key duties

- Delivering a broad range of guided tours (primarily for AWC supporters).
- Delivering engaging presentations on AWC's conservation work.
- Assisting with the execution of complex supporter events hosted at AWC sanctuaries.
- Implementing AWC's science program, including ecological surveys for inventory and the measurement of ecological health, and conduct of research relevant to the conservation of wildlife.
- Work in an integrated way with AWC staff across the organisation, including operations staff to deliver effective conservation.
- Work effectively with a range of stakeholders including Traditional Owner's, Rangers, government, the local community and AWC supporters in implementing and promoting AWC's program.

The position requires well-developed skills and experience in wildlife survey, experience in the conduct of applied ecological research; and a capacity to work as part of a team of ecologists in remote locations. 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.

Licenses and Qualifications

- A degree in ecology (or equivalent) is essential. Honours is desirable.
- Extensive field guiding experience is desirable.
- A current *valid* Australian (or recognized international license) manual driver's license, with experience in 4WD/off-road conditions is essential.
- Current first aid certificate (essential), senior and/or remote first aid (desirable).
- Nationally accredited current RSA (Responsible Service of Alcohol) certificate (desirable).
- Working with Children Check (if relevant).
- National police clearance certificate.

Critical competencies

- 1. Passion and enthusiasm for nature** and threatened species conservation (an interest in bird watching is desirable).
- 2. Outstanding science communication skills**, including the ability to:
 - a. Communicate AWC's mission, conservation science, and land management programs to AWC supporters and the general public;
 - b. Lead and deliver an exceptional and thoughtful visitor experience (e.g. including bird watching, mammal spotlighting and helicopter tours); and
 - c. Confidently deliver presentations that engage and inform the public.
- 3. Excellent interpersonal skills**, including the ability to:
 - a. Develop professional working relationships with all AWC staff.
 - b. Develop relationships with visitors and supporters.
 - c. Work effectively as part of a small, multi-disciplinary team.
 - d. Manage other personnel as relevant to the position, including interns and volunteers.
 - e. Work with children and interact with large groups of people.

4. **Good ecological knowledge**, including:
 - a. The functioning of Australian ecosystems;
 - b. Conservation of threatened species;
 - c. Impacts of threatening processes and ways of mitigating those impacts; and
 - d. Principles and practice of reintroduction biology.
5. **Experience in ecological surveying**
 - a. Strong field survey skills in animal trapping, animal identification and handling,
 - b. Experience using camera traps, acoustic monitors and telemetry
 - c. General flora and fauna survey skills
6. **A strong work ethic** - flexibility in hours of work to meet operational requirements of the role.
7. **Good organisational and logistical skills**, including the ability to prioritise and execute several tasks in an efficient manner.
8. **Competence in the use of relevant computer software packages**, including:
 - a. MS Excel, Word, PowerPoint, Outlook
 - b. GIS software
9. **Resourcefulness**: can improvise and problem-solve, developing practical solution with limited resources.
10. **Travel and time in the field**: you must be willing to travel away from home to conduct field work and host events, often in remote and basic living conditions, to meet the requirements of the position.
11. **Thorough understanding and awareness of safety issues** and a willingness to implement them in relation to the tourism industry, working in remote and harsh environments, working around small aircrafts and helicopters, and working with wildlife.

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, at times 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.

Key activities and responsibilities

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| <p>1. Participate in AWC’s communication, education, and fundraising programs</p> <ul style="list-style-type: none"> • Impart your passion and knowledge for nature and threatened species conservation. • Effectively communicate AWC’s mission, conservation science and land management. • Deliver exceptional events and tours for AWC supporters and the public at AWC sanctuaries. • Design and test event activities (e.g. walking tracks, 4WD tours, birdwatching tours), ensuring hospitality arrangements are in place. • Engage your organisational and logistical skills, including the ability to prioritise and execute several tasks in an efficient manner, to prepare for events. • Co-ordinate with Development, Science and Operations teams; contribute to event reports; and all other activities associated with implementation of events. |
| <p>2. Ensure the collection and presentation of information</p> |

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| <ul style="list-style-type: none"> • Provide information to Communications and Development staff, to assist AWC's communications and fundraising strategies (including material for newsletters, website, media etc.). • Contribute to event reports to report on Development outcomes. |
| <p>3. Assist with the management of equipment and materials</p> |
| <ul style="list-style-type: none"> • Contribute to the maintenance of equipment used, including computers, communications and safety gear, books, GPS units, etc. • Ensure assets, including vehicles and accommodation assets, are maintained and presentable. |
| <p>4. Ensure appropriate management of risks in relation to health and safety</p> |
| <ul style="list-style-type: none"> • In accordance with AWC requirements undertake risk assessments and prepare risk management plans for operations at sanctuaries where undertaking events or science activities. The risk assessments and management plans must protect the health and safety of everyone on sanctuary including you, other staff, contractors, volunteers, and visitors. • Implement and comply with the provisions of the approved risk management plan. In particular: <ul style="list-style-type: none"> ○ Ensure that you and all staff, contractors and/or volunteers have adequate training before using plant, equipment, tools and/or vehicles. ○ Ensure safety certifications including First Aid and appropriate driving licenses and authorisations are up to date and relevant. ○ Ensure incident and near miss reports are filled out and submitted as per approved AWC policies and procedures, in a timely manner. • Ensure visitors follow applicable safety procedures when on tours (i.e. wearing seatbelts, lifejackets when canoeing, carrying water, sunscreen, sun hats, not jumping into waters of unknown depth/dangers etc.). • Carry a first aid kit and appropriate communications with you, when out with visitors and guests. Inform your manager of incidents and accidents once appropriate medical treatment has been sought and the situation is in hand. Ensure correct onsite safety procedures are followed during time off whilst onsite, due to our remote location. |
| <p>5. Administration</p> |
| <ul style="list-style-type: none"> • Ensure required financial records and paperwork are retained and submitted as required. |
| <p>6. Science and conservation land management practice (opportunities will be as required)</p> |
| <ul style="list-style-type: none"> • Actively protect the integrity of AWC's science program, by adopting, promoting and helping maintain high standards of scientific practice • Implement ecological surveys consistent with AWC's EcoHealth monitoring plans and/or research. • Conduct fauna and flora surveys using a range of techniques and methods. • Ensure survey work is conducted in accordance with AWC policies and relevant permits. • Contribute to the development of work plans to implement conservation and land management activities and assist in the reporting of outcomes. • Assist in the implementation of conservation and land management activities, as relevant |
| <p>7. Leadership</p> |

- Promote AWC values across the Events team and other AWC teams you work in, and in your dealings across the organisation and with stakeholders.
- Develop constructive relationships with other AWC teams, seeking to develop and maintain a 'One-AWC' approach, resolving constructively any issues that may arise.
- As delegated, manage a small group of AWC supporters and/or AWC staff in the field.

8. Community and stakeholder engagement

- Establish and maintain effective working relationships with other AWC staff, partner organisations, government agencies, visitors and other stakeholders.
- Work with Traditional Owners and Ranger Groups, as relevant.

9. Other tasks

- On request, undertake other tasks, at various AWC Sanctuaries and other locations, as requested by relevant Development, Operations or Science Managers.
- 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 environmentally conscious and sustainable manner.
- Comply with AWC policies and procedures.
 1. Champion AWC values and OneAWC approach.