

### **Role Description**

<b>Designation:</b>	<b>Botanist– National Science team</b>
<b>Reporting to:</b>	<b>Vegetation Ecologist, National Science Team</b>
<b>Supervising:</b>	<b>As delegated</b>
<b>Based at:</b>	<b>As agreed</b>

### **Organisational context:**

Australian Wildlife Conservancy (AWC) conserves native species and their habitats on a national network of wildlife sanctuaries and partnership sites. AWC's mission is delivered in the field by Operations and Science teams, with support from staff working in Development, Communications, Finance, People and Legal. AWC currently implements conservation management on 30 sites extending over 6.8 M ha and aims to influence conservation outcomes on another 6.1 M ha of pastoral partnership. AWC has offices in Perth, Melbourne, Sydney, Cairns, Broome, Alice Springs, Buronga and Narrabri.

### **AWC's science program:**

AWC currently employs over 70 professional ecologists to deliver its conservation science program. The purpose of AWC's science program is to acquire, analyse and disseminate information that facilitates the delivery of effective conservation, with a primary focus on AWC properties and partnership sites. Key tasks performed by AWC's science team are to:

- Monitor and evaluate the ecological health of AWC properties – AWC is a leader in reporting conservation outcomes on our national network of sites;
- Conduct research on issues relevant to the conservation of wildlife – we currently support a large number of applied and fundamental ecology projects run by AWC staff and collaborators;
- Plan, implement and monitor reintroductions - AWC is a national leader in the reintroduction of threatened mammals to parts of their former range;
- Contribute to the development of conservation and land management strategies, addressing key threats to wildlife; and
- Develop and communicate advice on conservation issues to AWC's Executive and Board, and to the public.

### **National Science team:**

AWC's National Science team provides strategic direction and support to AWC's ecologists in the field, as well as information, advice and support to AWC's executive and board. The team includes conservation ecologists, spatial analysts and botanists.

### **The role:**

The Botanist will contribute to AWC's vegetation monitoring, mapping and research programs. The role primarily involves field work to implement these programs, with associated planning, data management and reporting. A secondary component of the role involves the provision of botanical support to AWC ecologists. The role will also contribute intellectually to the development, analysis and interpretation of AWC's science program, commensurate with the professional skills associated with an Honours degree or equivalent.

The position will be based at a location to be agreed, with substantial time in the field at AWC properties and partnership sites. These properties are often in remote locations.

### Key duties:

Reporting to AWC's Vegetation Ecologist, key duties of the Botanist include:

- Contribute to the implementation of AWC's vegetation monitoring, mapping and research programs, including establishment and survey of long-term vegetation monitoring plots.
- Contribute to vegetation mapping of AWC properties and partnerships through field data collection and interpretation.
- Contribute to data management, analysis and reporting, ensuring a high level of scientific integrity.
- Contribute to the development of national vegetation survey protocols, vegetation mapping methodologies, and research projects.
- Contribute to the development of conservation and land management strategies related to vegetation, in particular weed management
- Work in an integrated way with other AWC staff, to deliver AWC's mission of effective conservation of Australian wildlife and their habitats.
- Work effectively with key stakeholders, including AWC partners, government agencies, recovery teams, the conservation science sector, Indigenous groups and local communities, in the delivery of AWC's conservation programs.
- Contribute to the communication of AWC's science program to stakeholders, the scientific community and the public.
- Assist with AWC's fundraising activities.

### Key relationships:

- The Botanist reports to AWC's Vegetation Ecologist, and ultimately to AWC's Chief Science Officer.
- The position will work closely with other members of AWC's vegetation team including the Vegetation Ecologist, a Senior Botanist and volunteers/ Interns. The position will work with other members of AWC's National Science team including the GIS team, Senior Ecologists and AWC's National Science Manager.
- Day-to-day management for the position may be provided by the Senior Botanist, as delegated by the Vegetation Ecologist. As delegated, the position may supervise other staff, volunteers and Interns within the National Science team.
- The position will work with AWC's regional science teams to advise and assist with the design and implementation of vegetation monitoring, mapping and research programs.
- In AWC, the Science Team works in an integrated manner with the Operations Team to design and deliver effective land management, and to measure and report on ecological health.
- All AWC staff help the Development and Communications teams present our conservation model to the public, as we rely heavily on philanthropic support to fund our work.

### 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:

- **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.

### Critical Competencies:

1. **Well-developed knowledge of the conservation of Australian wildlife and ecosystems** including the nature and functioning of the Australian biota; the fundamentals of landscape ecology and Australian

vegetation; and major threats to native wildlife and their habitats and how these threats can be mitigated.

2. **Well-developed knowledge of Australian flora** including familiarity with a wide range of plant families and species.
3. **Strong botanical field skills** including experience in the application of standard survey methods in vegetation survey, and experience in collecting and identifying plants, ideally across a range of biomes in Australia. You should also have sound skills in field ecology generally.
4. **Capacity to undertake ecological research (particularly related to vegetation)** including sound knowledge of the ecological literature; knowledge of experimental design and sampling methods; skills in the management and analysis of ecological data, and familiarity with computer programs and apps, commensurate with the position.
5. **Commitment to conservation:** you must have a strong drive to make a positive difference to the conservation of Australian wildlife.
6. **Getting things done:** you need good planning and organisational skills, including an ability to prioritise and deliver a range of tasks in an effective manner.
7. **Good interpersonal skills** are essential, including the ability to work positively and productively as part of a small team in remote locations, with the capacity to manage a small team as required.
8. **Collaboration:** you need good relationship-building skills, including the ability to develop and maintain relationships with a diverse range of stakeholders, including AWC Ecologists, AWC Operations staff, AWC partners, Indigenous groups, neighbouring landholders, and the scientific and conservation communities.
9. **Scientific communication skills** including the capacity to draft scientific reports and publications, contribute to funding applications and reports, and communicate science and conservation messages to a general audience.
10. **Competence in financial management, paperwork and compliance** including the ability to deliver projects in a cost-effective manner.
11. **Resourcefulness:** the ability to improvise and problem-solve, developing practical solutions with the resources at hand.
12. **Living in the bush:** the field component of the role will be conducted in remote locations. Ideally, you will have experience in living and working in the bush, otherwise the interest and capacity to do so.
13. **Willingness to travel** as required to conduct the requirements of the position.

#### **Qualifications:**

A degree in botany, ecology or a related discipline, with Honours.

The level of appointment will depend on the qualifications and experience of the appointee.

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

Valid manual driver's licence is essential. For field work on AWC properties, you will need to have experience in driving a 4WD in difficult conditions.

#### **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 with a small group of people. The position requires the ability to efficiently carry out tasks in a team situation under direction, whilst effectively communicating with staff and volunteers of diverse backgrounds. 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 assisting with many projects. The successful applicant must be physically and mentally capable of performing these activities in the locations required 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. Leadership</b>
<ul style="list-style-type: none"> <li>Promote AWC's mission and values amongst AWC staff, partners and stakeholders</li> <li>As delegated, supervise volunteers and lead small field teams during vegetation surveys.</li> </ul>
<b>3. AWC's vegetation monitoring, mapping and research programs</b>
<p>Contribute to AWC's vegetation monitoring, mapping and research programs, including:</p> <ul style="list-style-type: none"> <li>assisting with field trip planning,</li> <li>collecting vegetation data in the field, identifying plants, data entry and/or verification,</li> <li>assisting with reports and publications,</li> <li>assisting with the documentation of vegetation survey protocols,</li> <li>assisting with the maintenance of vegetation datasets,</li> <li>as delegated, collecting voucher specimens and submission to relevant herbaria.</li> </ul>
<b>4. Conservation and land management</b>
<ul style="list-style-type: none"> <li>Assist with the development of conservation and land management strategies related to vegetation, in particular weed management</li> <li>Assist in the implementation of conservation and land management activities, as relevant.</li> </ul>
<b>5. Government, Indigenous and community engagement</b>
<ul style="list-style-type: none"> <li>Assist with maintaining productive working relationships with government, Indigenous and community stakeholders.</li> </ul>
<b>6. Financial management and reporting</b>
<ul style="list-style-type: none"> <li>Deliver activities in a cost-effective manner and in compliance with AWC policies and procedures.</li> <li>Ensure that all 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>7. Development and communications</b>
<ul style="list-style-type: none"> <li>Compile and submit information relating to AWC's science program for use in AWC communications</li> <li>Represent AWC at scientific and public events in accordance with AWC policies and requirements</li> <li>Assist in drafting of applications for funding, and contribute to the preparation of reports</li> <li>Assist in the implementation of development (fundraising) program</li> </ul>
<b>8. Risk management</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 Chief Operations Officer, are implemented and complied with; 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 you have an up to date first aid competency.</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>
<p><b>9. Undertake other tasks, as required</b></p>
<ul style="list-style-type: none"> <li>• Contribute to the management of assets used by AWC's science team</li> <li>• Conduct other tasks to ensure effective conservation of wildlife and habitats on AWC properties.</li> <li>• Comply with all AWC policies and procedures.</li> </ul>