



Field Ecologist – North West

Charnley Artesian Range Sanctuary and
Wilinggin Partnership

Kimberley, WA

Role description

Designation:	Field Ecologist - North West [FE-NW]
Reporting to:	Regional Ecologist - North West [RE-NW] Day-to-day supervision by Wildlife Ecologists or Senior Field Ecologists as delegated by the RE-NW
Supervising:	Interns, volunteers, contractors
Based at:	Charnley River Artesian Range Sanctuary, Kimberley, WA

Organisational context:

Australian Wildlife Conservancy (AWC) is the largest private (non-profit) owner of land for conservation in Australia, protecting wildlife and their habitats at 30 sanctuaries and partnership areas, covering a total of more than 6.8 million ha across Australia. In addition, AWC is contributing to conservation management of 6.1 million ha of land managed by our pastoral partners. 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.

Three of AWC's sanctuaries are in the Kimberley region: Mornington, Marion Downs, and Charnley River – Artesian Range, along with three partnerships, the Dambimangari, Wilinggin, and Yulmbu Aboriginal Corporations. AWC also implements conservation management on Yampi Sound Training Area under contract with the Commonwealth Department of Defence. In total, these sanctuaries and partnerships cover a combined area of over 4.3 million ha and protect numerous threatened habitats and species.

Key duties:

The Field Ecologist will work as a part of a team implementing AWC's science program in the Kimberley. Key duties of the Field Ecologist are to:

- Implement AWC's science program in the Kimberley, including ecological surveys for inventory and the measurement of ecological health, and the conduct of research relevant to the conservation of wildlife.
- Work in an integrated way with AWC operations staff (and as relevant with partners, including Indigenous groups) 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.

- Work effectively with Traditional Owners and Ranger Groups as required to implement surveys, conduct planning activities and provide on job training.
- Assist in communicating AWC's science program to the scientific community and to the public through publications, reports, presentations, participation in workshops, etc.
- Assisting with AWC's communication and fundraising activities.

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.

Location:

The position will be based at AWC's Charnley River Artesian Range Sanctuary in the Kimberley, but will work on other sites in the Kimberley as required. The position involves extensive field work in remote locations and a balance of office work.

Key relationships:

- The position reports to AWC's Regional Ecologist – North-west, and ultimately to AWC's Chief Science Officer.
- Day-to-day supervision of the position may be provided by Wildlife/ Senior Field Ecologists.
- The position will work with a team of AWC ecologists in north-west Australia including Wildlife Ecologists, Senior Field Ecologists and Field Ecologists, as well as Interns, partners Biodiversity Rangers, Rangers and Traditional Owners.
- The position may be delegated day-to-day responsibility for supervising other AWC staff, Rangers, Interns, volunteers and contractors.
- The position will be expected to build and maintain professional collaborative working relationships with the North-west operations staff. Within AWC, the Science and Operations teams work in an integrated manner to design and deliver effective conservation land management and to measure and report ecological health.
- The position will work as required with Traditional Owners and Ranger Groups, to implement AWC's science program on AWC sanctuaries and partnership sites in the Kimberley.
- The position will be required to work with AWC's Development and Communications team to provide interpretative material on AWC's science program, help run Supporter events, etc.

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:

1. **Getting things done:** you need good planning and organisational skills, including an ability to prioritise and execute a tasks in an efficient manner and work effectively with colleagues.
2. **Leadership:** you need good people management skills, including the capacity to manage small teams in remote locations.
3. **Working with people:** you need good interpersonal skills, including the ability to develop and maintain relationships with a wide range of stakeholders. You will need to be able to get on with other people from diverse backgrounds to enable you to live and work in remote locations as required.
4. **Ecological understanding:** you will have a well-developed knowledge of the nature and functioning of the Australian biota; and major threats to native wildlife and their habitats and how these threats can be mitigated. You will have experience working with land managers to design and/ or implement strategies for fire, feral and weed management.
5. **Ecological survey:** you will have strong field survey skills, in animal trapping, identification and handling, the use of camera traps, acoustic monitors and telemetry; as well as other fauna and flora survey skills.
6. **Ecological research:** you will have knowledge of experimental design in ecology and the statistical analysis of ecological data, commensurate with the position, and experience in the use of computer software packages including analytical, graphing, word processing, spreadsheet/ database and GIS software.
7. **Science communication:** you will have the capacity to draft scientific publications, funding applications and reports, and communicate science and conservation messages to a general audience.
8. **Financial management, paperwork and compliance:** you will have the ability to deliver projects in a cost-effective manner and to manage financial resources, and to ensure contracted obligations are met, commensurate with the requirements of the position.
9. **Resourcefulness:** you will have the ability to improvise and 'problem-solve', developing practical solutions with limited resources.
10. **Travel and time in the field:** you must be willing to travel away from base and conduct field work to meet the requirements of the position.
11. **Working in the bush:** You will have the ability to work in a small team environment in remote locations.

Qualifications:

Essential: an Honours degree (or equivalent) in ecology or related field.

Licenses & Certificates:

You will need to be able to drive a manual 4WD vehicle in outback conditions to perform this role.

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 capable of performing these activities in the locations required in order to carry out the inherent role responsibilities.

Responsibilities:

1. Science practice
<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
2. Ecohealth monitoring and evaluation
<ul style="list-style-type: none">• Implement ecological surveys consistent with AWC's ecohealth monitoring plans:<ul style="list-style-type: none">○ 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 collection of biological data, samples and specimens• Help analyse data and prepare survey reports, ecological health reports and scorecards
3. Research
<ul style="list-style-type: none">• Assist in implementing approved research projects• Assist in the administration of all research projects including obtaining approvals, data management and reporting
4. Conservation and land management
<ul style="list-style-type: none">• 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
5. Leadership
<ul style="list-style-type: none">• Promote AWC values in the science team in the north-west and in your dealings across the organization and with stakeholders• Develop constructive relationships with the AWC operations team in the north-west, seeking to develop and maintain a 'One-AWC' approach, resolving constructively any issues that may arise• As delegated, manage a small team of ecologists and/ or interns and volunteers in the field
6. Community and stakeholder engagement
<ul style="list-style-type: none">• Help develop and maintain productive working relationships with partner organisations, government agencies and other stakeholders• Work with Traditional Owners and Ranger Groups, as relevant, to conduct surveys
7. Financial management and reporting
<ul style="list-style-type: none">• Deliver activities in a cost-effective manner in accordance with AWC policies and procedures• Ensure that all operational 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• Ensure all required records and paperwork are retained and, as necessary, submitted to the AWC finance department
8. Communications
<ul style="list-style-type: none">• Contribute to the recording of information relating to AWC's science program• Help compile and submit information and images for use in AWC communications
9. Management of risks, health and safety

- 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
- Implement and comply with the provisions of the approved risk management plan
- Ensure Safety Management plans and safe work systems, as approved by the National Operations Manager, are implemented and complied with
- In particular:
 - Ensure that you and all staff, contractors and/or volunteers have adequate training before using plant, equipment, tools and/or vehicles.
 - Ensure emergency procedures are developed and posted in appropriate locations.
 - Ensure staff members have up-to-date first aid certificates.
 - Ensure incident and near miss reports are filled out and submitted as per approved AWC policies and procedures, in a timely manner.

10. Other tasks

- Contribute to the management of assets used by AWC's north-west science team
- Conduct other tasks as required to ensure the effective conservation of AWC sanctuaries and partnership sites
- Comply with all AWC policies and procedures