

Role Description

Designation:	Field Ecologist – SW [FE-SW]
Reporting to:	Regional Ecologist - SW [RE-SW] Day-to-day supervision may be provided by SFE-SW
Supervising:	AWC Interns, volunteers, contractors, as delegated
Based at:	Mt Gibson Wildlife Sanctuary or elsewhere as directed

Organisational context:

Australian Wildlife Conservancy (AWC) protects wildlife and their habitats on a national network of wildlife partnership sites. AWC's mission – to deliver effective conservation for all native animal species and their habitats – is achieved by:

- 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
- Operations – delivering effective conservation and land management including fire, feral animal and weed control, and infrastructure management
- Fundraising – mobilising finance (primarily, donations from the general public and philanthropists) through effective communication of AWC conservation programs.

In SW WA, AWC manages four wildlife sanctuaries: Karakamia and Paruna, in the Perth hills; Mt Gibson, in the northern wheatbelt; and Faure Island, in Shark Bay. AWC runs a nationally-significant reintroduction program on these sanctuaries, with feral predator-free 'safe havens' established on Karakamia, Mt Gibson and Faure Island, currently supporting nine threatened mammal species. In addition, AWC's SW wildlife sanctuaries are important for conserving a range of native species and their habitats.

Reporting to the Regional Ecologist – SW, the key duty of the Field Ecologist -SW is to implement AWC's science program in the south-west – primarily at Mt Gibson, but also at other locations as elsewhere as required. Major tasks in the science program include ecological monitoring, the reintroduction of locally extinct species and applied ecological research.

Other tasks undertaken by the science team include:

- Working in an integrated way with AWC land managers to plan feral animal control, weed control, fire management and other activities, and report on outcomes
- Working effectively with a range of other key stakeholders especially those in local communities and in the broader scientific community, and
- Assisting with AWC's communication and fundraising activities.

The position requires well-developed skills in wildlife survey, animal handling and the conduct of applied ecological research; and a capacity to work as part of a team of ecologists in remote locations. The position will be based at Mt Gibson with field work conducted at Mt Gibson and other AWC wildlife sanctuaries.

Key relationships:

- The Field Ecologist reports to the Regional Ecologist - SW, and ultimately to AWC's Chief Science Officer.
- Day to day supervision will be provided by the Senior Field Ecologist SW at Mt Gibson, or as directed by the Regional Ecologist - SW
- The Field Ecologist may have day to day responsibility for supervising interns, volunteers and

contractors in the field.

- Within 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 ecological health.
- In AWC, all staff work with AWC's Development and Communications team to provide interpretative material on AWC's science program, help run Supporter events, etc.

AWC has sanctuaries and partnership sites located across Australia, and offices in Perth, Broome, Cairns, Brisbane, Sydney, Narrabri, Melbourne, Buronga and Alice Springs.

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 tasks in an efficient manner.
2. **Team-work:** you need to work effectively with colleagues and have the capacity to coordinate a small team of interns, volunteers and/ or contractors, including in remote locations.
3. **Working with people:** you need the ability to develop and maintain relationships with a diverse range of stakeholders, including other staff within AWC, the broader scientific community, conservation and land management organisations, and Indigenous groups.
4. **Good knowledge of the conservation of Australian wildlife and ecosystems** including the nature and functioning of the Australian biota; and major threats to wildlife and their habitats and how these threats can be mitigated
5. **Well-developed ecological survey skills** including animal trapping, identification and handling; camera trapping; and the capacity to conduct other biological surveys (eg, vegetation surveys).
6. **Capacity to undertake ecological research** including knowledge of the ecological literature; an understanding of experimental design and sampling methods; and skills in statistical analysis of ecological data and the use of computer software packages relevant to the position.
7. **Good communication skills** including the capacity to draft scientific reports and publications, funding applications and reports, and communicate science and conservation messages to a general audience.
8. **Competence in financial management, paperwork and compliance** including the ability to deliver projects in a cost-effective manner.
9. **Resourceful:** the ability to improvise and 'problem-solve', developing practical solutions with limited resources.
10. **Willingness to travel** as required to conduct the requirements of the position.

Qualifications:

A higher degree (honours degree or equivalent) in ecology or a related discipline is essential.

Licenses & Certificates:

A valid manual driver's licence is essential.

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. Leadership
<ul style="list-style-type: none"> • Promote AWC’s mission and values amongst AWC staff, partners and stakeholders • Lead small teams of people in the field as required.
3. Ecohealth monitoring
<p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> • Implement a program of ecological surveys which give effect to ecological health monitoring plans for AWC sanctuaries in south-west Australia, consistent with AWC’s national framework: <ul style="list-style-type: none"> ○ Conduct wildlife surveys utilising a range of techniques and methods: live-traps; observational surveys; camera traps; acoustic monitors; telemetry; other technologies as developed. ○ Ensure survey work is conducted in accordance with AWC policies relevant permits ○ As required, contribute to the collection of biological data, samples and specimens ○ Ensure all relevant data are recorded, managed and stored securely. • Analyse data and prepare survey reports, ecological health reports and scorecards • Contribute to the review of ecological health monitoring plans as required
4. Reintroductions
<p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> • Implement approved Translocation Proposals for AWC sanctuaries in south-west Australia, including <ul style="list-style-type: none"> ○ Sourcing animals for reintroduction ○ Conducting the translocation and release of animals ○ Undertaking post-release monitoring and research ○ Developing strategies for the release of mammals outside feral-free areas. • Contribute to obtaining approvals and reporting • Work effectively with other AWC staff, government agencies, Recovery Teams and other stakeholders involved in reintroductions.
5. Research
<p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> • Implement research projects on AWC sanctuaries in south-west Australia, 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.

<ul style="list-style-type: none"> • Assist external researchers and students undertaking collaborative research on AWC sanctuaries. • Assist in the administration of all research projects including approvals, storage and management of data, reporting and publications.
<p>6. Conservation and land management</p>
<p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> • Contribute to the development and review of annual work plans to implement strategies for fire management, feral animal control, weed control and other land management activities on AWC's sanctuaries in south-west Australia. • Report on the outcomes of management activities. • Assist in the implementation of conservation and land management projects, as relevant.
<p>7. Interns and volunteer management</p>
<p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> • Contribute to the management of interns and volunteers assisting in the science program at AWC's south-west sanctuaries, ensuring integration with AWC's national programs. In particular: <ul style="list-style-type: none"> ○ Help select appropriate people as volunteers and interns; ○ Provide volunteers with information and agreements before travelling to sanctuaries (e.g. on conditions, the tasks they will be asked to perform, etc); and ○ Induct and manage interns and volunteers adequately ○ Help evaluate and report on the intern program
<p>8. Workplans and budgets</p>
<p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> • Contribute to the preparation of workplans and budgets for AWC's science program for the SW as required • Implement science activities set out in approved workplans • Ensure activities are delivered in a cost-effective manner and in accordance with AWC policies and procedures. • 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. • Contribute to quarterly and annual reports detailing progress in implementing the workplans. • Ensure all required financial records and paperwork are retained and, as necessary, submitted to the AWC finance department.
<p>9. Community and stakeholder engagement</p>
<p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> • Develop and maintain productive working relationships with partner organisations, indigenous groups, neighbouring landholders, government agencies, conservation groups, other NGOs and recovery teams
<p>10. Communications and development</p>
<p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> • Contribute to the recording and submission of information relating to wildlife, ecosystems and AWC's science program activities at sanctuaries in south-west Australia,. • Compile and submit information and images for use in AWC communications products

- Contribute to the preparation and submission of AWC reports (weekly reports, quarterly reports, annual ecohealth reports, etc).
- Represent AWC at various scientific and public events in accordance with AWC policies and requirements.
- Assist in the planning, co-ordination and implementation of development (fundraising) programs.
- Assist in drafting, submission and management of applications for funding, and prepare reports.

11. Management of risks, health and safety

Key activities and responsibilities:

- 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.

12. Other tasks

Key activities and responsibilities:

- Contribute to the management of assets used by the south-west science team.
- Assist in obtaining, managing and reporting permits required by government authorities
- Conduct other tasks as required to ensure the effective conservation of AWC sanctuaries
- Comply with all AWC policies and procedures.