

Role Description

Designation:	Field Ecologist/Wildlife Educator (Yookamurra)
Reporting to:	Regional Ecologist – Central South [RE – CS]
Supervising:	As delegated by the RE – CS: Interns, volunteers
Based at:	Adelaide SA or as agreed, with frequent travel to sanctuaries
Contract type:	12 months fixed-term with the potential for extension.

Organisational context:

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 values:

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.

Currently, AWC manages or works in partnership across seven properties in Central and South Australia that span over 1 M ha: Ngalyurrtyju (in partnership with Traditional Owners) and Newhaven Wildlife Sanctuary, in the Northern Territory; and Kalamurina, Buckaringa, Dakalanta and Yookamurra Wildlife Sanctuaries, and Western River Refuge (in partnership with landholders and KI Land for Wildlife), in South Australia.

Information about the position

The Field Ecologist/Wildlife Educator will help deliver both our science program across the Central South region, and lead the delivery of our long-standing education program at Yookamurra Wildlife Sanctuary.

Approximately 60% of your role will be dedicated to helping deliver our science program, which will involve assisting field-based surveys across the region. The remaining 40% will be delivering our education program at Yookamurra. In this component of the role, you will be the key contact for

schools and teachers participating in the education program, and you will deliver a range of high-quality and engaging presentations, guided walks (diurnal and nocturnal), and science-based projects to primary and high school students when they visit the sanctuary.

The Education Program:

The number of school visits is dependent on interest (from schools) and availability (from AWC's end); up to a dozen visits may be hosted a year, more if availability allows. Currently, the program offers overnight and day trip options. Your role will be to liaise with schools about visits and then, once a visit is arranged to be on-site the day before a school group is booked to arrive, to prepare the equipment and materials required for the visit (e.g. charging spotlights), to clean and replenish supplies in the education centre and kitchen area, remove any trip hazards from village area and walking trails (e.g. large sticks), clean amenities block and accommodation (if being used); to run the program for the duration of the visit; and to pack up materials, clean the education centre and kitchen, amenities block, accommodation (if used), empty rubbish/ recycling and complete any laundry after the school group has left. Arrival and departure times may be different for each group, so some flexibility in hours will be required.

The Science Program:

Surveys in 2026 include a range of ecological surveys, mostly focused on vertebrates, using a range of techniques including cage trapping, spotlighting, remote cameras and pitfall trapping. Your role will be to assist in the planning, execution, and analysis of surveys as required. Specific jobs are variable but could include leading teams of volunteers or staff during surveys, analysing capture data and compiling reports. You will also be expected to contribute to safety planning and management, and provide input to the development of the regional science program. This role may also have the opportunity to contribute to mammal translocation programs across the region.

Location

The position will be based from home, with frequent travel to Yookamurra Wildlife Sanctuary and other sanctuaries in Central and South Australia.

The Wildlife Educator component of the role requires work at Yookamurra, South Australia.

The science component of the role requires work at Yookamurra and other AWC sanctuaries and partnership sites in Central and South Australia (see below), as directed by the Regional Ecologist. This component of the position involves a mix of field work, including in remote locations, and office work.

When staying at Yookamurra, basic single accommodation in the village will be provided with a shared bathroom and kitchen/ cooking facilities. Accommodation on other properties varies, and may include camping.

Key locations

Yookamurra Wildlife Sanctuary is located in the Mid-Murray region of South Australia. Yookamurra is one of Australia's longest-running 'safe havens', with a 1,100 ha fenced feral predator-free area supporting a number of reintroduced species: the Numbat, Greater Bilby, Brush-tailed Possum, Burrowing Bettong, Brush-tailed Bettong, and Malleefowl. The property protects over 5,000 ha of habitat, including regionally rare old-growth mallee. AWC operations and science staff work together to implement conservation actions on Yookamurra, including feral animals, weed and fire

management, and a monitoring and research program. In addition, Yookamurra also hosts AWC's major on-site school education program. This program, located inside the fenced area, provides students with a unique and engaging environmental learning experience through day trips or overnight camps, which consist of guided science-based projects and activities that are strongly linked to the SA school curriculum.

Buckaringa Wildlife Sanctuary conserves over 2,000 ha of the central Flinders Ranges in South Australia. Buckaringa plays an important role in conserving the nationally threatened Yellow-footed Rock-wallaby by protecting a significant population on the property.

Dakalanta Wildlife Sanctuary is located on the Eyre Peninsula and protects 14,000 ha, including diverse ecosystems. This crucial habitat supports a large population of the Southern Hairy-nosed Wombat and a number of other species that are declining elsewhere.

Kalamurina Wildlife Sanctuary protects a vast area of 680,000 ha of desert in the heart of Australia on the shores of Kati Thanda-Lake Eyre. It encompasses the junction of three major rivers and a diverse mix of habitats, providing refuge for a range of desert wildlife.

Newhaven Wildlife Sanctuary is one of Australia's largest protected areas, offering beautiful scenery and a diverse mix of arid habitats across 266,000 ha, including a 9,500 ha fenced area. It is a renowned birdwatching destination and is a hotspot for central Australian wildlife.

The Ngalarurtju Aboriginal Land Trust sprawls across 320,000 ha on the eastern edge of the Great Sandy Desert bioregion in the Northern Territory, occupying the transition zone at the junction of three arid zone bioregions and directly adjoining AWC's Newhaven Wildlife Sanctuary.

The Western River Refuge is a joint project between the Australian Wildlife Conservancy, Terrain Ecology, and private landholders on Kangaroo Island in South Australia. Established following destructive bushfires in 2020, the project includes a 369 ha, fenced, feral predator-free safe haven that protects a suite of endemic and endangered wildlife.

Key relationships:

- The position reports to the RE – CS, and ultimately to AWC's Chief Science Officer.
- Day-to-day supervision for the position will be provided by the Wildlife Ecologist (based at Yookamurra).
- In AWC, the Science Team works in an integrated manner with the Operations Team; in this role, it is important to engage with the Yookamurra Sanctuary Manager as to when groups are planning to visit and any infrastructure maintenance that may be required.
- As delegated, the position may have day-to-day responsibility for supervising interns and volunteers.
- In AWC, all staff help our Development and Communications team present our conservation model to the public, given that we rely primarily on philanthropic support.

AWC employees work under the OneAWC model, 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 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.

Critical Competencies:

1. **Getting things done.** You need good planning, organisational and administration skills, including a demonstrated ability to prioritise and execute tasks efficiently, professionally, and coordinate and manage events.
2. **Group management.** You need to have demonstrated experience in tour guiding, environmental education and/or sound presentation skills to groups of varying ages and backgrounds.
3. **Teamwork:** 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.
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. **Excellent communication skills,** including the capacity to draft scientific reports and publications, draft funding applications and reports, and communicate science and conservation messages to a broad audience in an easy-to-understand way, particularly school students. The position requires competence in the presentation of data and the use of computer software (PowerPoint, Outlook, OneDrive, Microsoft, etc) at a level commensurate with the position.
6. **Working with people.** You need good interpersonal skills, including the ability to quickly develop and maintain relationships with a wide range of stakeholders and work in a small team.
7. **Self-motivation.** You will have the ability and motivation to work with minimal supervision.
8. **Competence in financial management, paperwork, and compliance.** You will need to deliver programs in a cost-effective manner and manage financial resources, ensuring compliance with AWC processes.
9. **Resourcefulness.** You will have the ability to improvise and 'problem-solve', developing practical solutions with limited resources.
10. **Willingness to travel** as required for the position including spending time on-site and overnight at sanctuaries.

Qualifications:

A higher degree (honours degree or equivalent) in ecology or a related discipline is essential. Experience in environmental education is highly desirable.

Licenses & Certificates:

1. Valid Australian manual driver's license. 4WD experience desirable.
2. First aid training and/ or being willing to be trained in the provision of first aid.
3. Working with Children Check (SA) and/ or be willing to obtain this.
4. National police clearance certificate and/ or be willing to obtain this.
5. Safe food handling certificate and/ or be willing to obtain this.

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, wet, and/or dry. The position can be physically demanding and may require walking and climbing over rough terrain and 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. Delivery of a fun, engaging and informative education program at Yookamurra
<ul style="list-style-type: none"> Host school groups at Yookamurra and promote the work of AWC and Yookamurra at community events. Deliver a series of presentations, guided walks (daytime and nighttime), and science-based projects for primarily school groups that highlight the unique ecosystems and wildlife that are protected at Yookamurra and elsewhere across AWC and Australia. This may also be extended to open day visitors, tour groups, and AWC supporters. When with a school group, be actively engaged in all parts of the program. Update and maintain interpretive material (student workbooks, short activities, self-guided activities, website information, etc) where necessary. Be readily available to interact with visitors and provide information as necessary on wildlife and research and conservation programs at Yookamurra. Working effectively with AWC staff based at Yookamurra, Wildlife Ecologist and Sanctuary Manager, appropriately schedule school groups to ensure they have exclusive access to the village area and that visits are well integrated with other programs. Nurture ongoing relationships with local community stakeholders, education groups and schools. Although most schools are self-catered, on occasion, some catering may be required. If so, organise any necessary catering required, including meal planning, pick up and preparation, and associated logistics.
4. Ecohealth monitoring and evaluation
<ul style="list-style-type: none"> Implement a program of ecological surveys that give effect to ecological health monitoring plans for AWC sanctuaries in the Central-South region, 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, and other technologies as developed. Contribute to the collection of biological data and samples, vegetation data and

<p>material for herbaria.</p> <ul style="list-style-type: none"> ○ Ensure survey work is conducted and data are recorded, managed and stored securely in accordance with AWC policies and relevant permits ○ Help analyse, interpret and report data, including preparation of survey reports, Ecohealth reports and scorecards.
5. Research
<ul style="list-style-type: none"> • Assist in the implementation of approved research projects on AWC properties. • Assist external researchers and students undertaking collaborative research on AWC properties, in accordance with AWC policies. • Assist in the administration of research projects including data management and reporting.
6. Reintroductions
<ul style="list-style-type: none"> • Assist in the reintroduction of locally extinct mammals to AWC properties, including the translocation and release of animals and undertaking post-release monitoring
7. Conservation and land management
<ul style="list-style-type: none"> • Contribute to the development of annual work plans to implement conservation and land management activities on AWC properties in collaboration with AWC's operations staff and, as relevant, project partners and Indigenous interests • Assist in the reporting of the outcomes of management activities • Assist in the implementation of conservation and land management projects
8. Engagement with Indigenous partners, the community and stakeholders
<ul style="list-style-type: none"> • Help develop and maintain productive working relationships with key stakeholders on AWC properties, including as relevant partners, Traditional Owners and Indigenous Ranger Groups, neighbouring landholders, government agencies, other conservation groups and NGOs • Represent AWC's interests in interactions with stakeholders • Assist with practical training opportunities for Indigenous Rangers and Traditional Owners • Act with respect towards Indigenous culture and people
9. Administration
<ul style="list-style-type: none"> • Promote AWC's education program at Yookamurra and respond timely and professionally to public enquiries. • Maintain a booking system for groups and events. • Ensure interpretative material remains up-to-date and relevant for the age group. • Collect, analyse and report on data gathered from the education program, including SWOT, feedback visitation rates and demographics.
10. Upkeep of education centre, village and walking trail
<ul style="list-style-type: none"> • Ensure the education centre and associated equipment is cleaned, always maintained and presentable, particularly before groups arrive on-site. • Ensure stocks of interpretative material are readily available. • Clean the amenities block, education centre (inc. kitchen, tables, chairs) and accommodation (if required) before each group arrives.

<ul style="list-style-type: none"> • Maintain the walking trails and village area free of trip hazards (large diggings and sticks), particularly before open days. • When the groups leave, ensure the education centre (incl. kitchen, tables, chairs) amenities block and accommodation is cleaned with bins emptied ready for other visitors to the sanctuary – which may include survey volunteers. This includes washing and putting away any dishes and completing any laundry (e.g. tea towels, bedding etc). • Advise the Sanctuary Manager of any major maintenance issues that need attention/repairing prior to groups arriving and any hazards that have been identified.
11. Interns and volunteer management
<ul style="list-style-type: none"> • Contribute to the management of interns and volunteers assisting in the science program, 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) ○ Induct and manage interns and volunteers adequately and ○ Help evaluate and report on the intern program.
12. Project and financial management and reporting
<ul style="list-style-type: none"> • Prepare work plans and budgets for AWC's education and science programs. • Implement education and science activities set out in approved work plans, ensuring they are delivered in a cost-effective manner and in accordance with AWC policies and procedures. • Ensure that all expenditures are in accordance with the approved budget; or for expenditures not identified in the budget, a relevant approval in accordance with AWC financial procedures. • Contribute to quarterly reporting and metrics and prepare annual reports detailing progress in implementing the work plan. • Ensure all required financial records and paperwork are managed, retained and, as necessary, submitted to the AWC finance department consistent with AWC's policies and • Ensure all groups are quoted the correct prices and that invoices are sent out to the Teacher-in-Charge in a timely manner.
13. Communications and development
<ul style="list-style-type: none"> • Contribute to the preparation and submission of 'Stories from the Field'. • Assist in the implementation of development (fundraising) programs and events. • Represent AWC at public events in accordance with AWC policies and requirements. • As requested by AWC's Communications Team, compile and submit information and images for use in a range of materials such as Wildlife Matters, social media posts, e-news, AWC website etc and • Provide assistance in the drafting, submission and management for funding applications and help prepare reports.
14. Management of risks, health and safety
<ul style="list-style-type: none"> • 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 in the 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 Chief Operations Officer, 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.
- Ensure AWC's Working with Children Guideline is always adhered to.
- Ensure AWC's Photo Release Forms have been submitted and signed if there are intentions of using photos from school groups in AWC communications.

15. Other tasks

- Contribute to the management of AWC assets.
- Conduct other tasks, as required, to ensure the effective conservation of AWC sanctuaries.
- Comply with all AWC policies and procedures.