

Position Profile

Field Ecologist

Designation:	Field Ecologist, National Science Team
Reporting to:	National Science Team Manager
Employment status:	Fixed Term – Full Time
Direct reports:	As delegated
Based in:	As agreed

About AWC

Australian Wildlife Conservancy (AWC) is a national conservation organisation dedicated to the effective conservation of Australia's native wildlife and their habitats. AWC delivers practical, on-ground conservation across a diverse network of wildlife sanctuaries and partnership landscapes spanning multiple bioregions of Australia. Our work is led by integrated Operations and Science teams, supported by and working with Philanthropy, Communications, Finance, People and Legal functions. Through long-term land stewardship, partnerships with other land managers, and the application of world-class ecological science, AWC delivers measurable conservation outcomes at landscape scale.

With a strong focus on evidence-based land management, adaptive learning and continuous improvement, AWC is advancing a dynamic and nationally significant model for conservation - one that demonstrates what effective conservation looks like when science and practice are tightly integrated.

About Strategy

AWC has launched an ambitious 10-year strategy to acquire or partner on managing more land for conservation, to protect priority species and ecosystems.

AWC Science Program

AWC's science program plays a fundamental role in helping AWC meet its mission. 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. AWC currently employs around 80 professional ecologists to deliver its conservation science program.

Key tasks performed by AWC's science team are to:

- Monitor and evaluate the ecological health of AWC properties – AWC is a national leader in reporting conservation outcomes across our 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 led 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 provide advice on conservation issues to AWC's Executive and Board, and to the public.

AWC's science program is delivered in the field through Regional Science teams. Each team is led by an experienced Regional Ecologist, responsible for overseeing implementation of the AWC's science program in the region, while ensuring that the program gives effect to AWC's national frameworks. Regional teams comprise Wildlife and Field Ecologists, who are responsible for implementing the science program (designing surveys, conducting field work, evaluating and reporting outcomes) at AWC properties and partnership sites.

The Regional Science teams are supported by AWC's National Science team (NST), comprising ecologists, spatial analysts and data managers. The NST coordinates national conservation and reintroduction programs, leads national research projects, runs specialist ecological surveys, analyses and maps spatial data, develops data management systems, and provides information to AWC's Executive and other parts of AWC.

About the Role

Reporting to the National Science Team Manager (NSTM), the Field Ecologist will contribute to AWC's science program in the National Science Team. The primary focus of this position is progressing the assessment of the conservation value of properties being considered by AWC for acquisition or partnership. A component of the work involves evaluating the vulnerability of potential properties and, as relevant, priority species to climate change, by applying an assessment framework developed by AWC.

In addition, the role will be expected to contribute to the broader tasks of the National Science program, as requested, related to the development and review of strategies to prioritise research, conservation land management and Ecohealth monitoring and evaluation.

Duties may change over time, commensurate with AWC requirements, and the skills and expertise of the incumbent.

The Field Ecologist must be strongly motivated to make a substantial difference in nature conservation, contribute to the development of the private nature conservation sector, and be willing to help develop and promote AWC's conservation model.

Key Duties of the Role

- Conduct conservation assessments of the conservation value of properties being considered by AWC for acquisition or partnership.
- Evaluate the vulnerability of potential properties and, as relevant, priority species to climate change, by applying an assessment framework developed by AWC.
- Contribute to other components of the National Science Program, as delegated by the NSTM.
- Work effectively with key stakeholders, including Indigenous groups, AWC partners, government agencies, recovery teams, the conservation sector and local communities, to develop AWC's national reintroduction program, as delegated by the Senior Ecologist.
- Communicate AWC's science program to stakeholders, the scientific community and the public through scientific publications, reports, presentations, participation in workshops, etc.
- Assist with AWC's fundraising activities.

Location

AWC manages properties across Australia, with offices in Perth, Melbourne, Sydney, Cairns, Broome, Alice Springs, Buronga and Narrabri. Many AWC wildlife sanctuaries are in remote locations. The position may spend time on AWC properties, many of which are remote; however, the position is predominantly office-based. The position will be based at a location agreed with AWC.

Key Relationships

- The position reports to the National Science Team Manager, and ultimately to AWC's Chief Science Officer. Reporting lines may change over time.
- The position will work as part of AWC's National Science team, which comprises ecologists at a range of levels and varied skillsets, developing, managing and/ or coordinating key components of AWC's science program: monitoring, research, reintroductions, acquisition prioritisation, spatial analysis and data management, climate change adaptation, genetics, botany and other specialist ecology. The NST will be structured to ensure appropriate delegation within the team.
- As delegated, the positions may have responsibility for day-to-day management of one or more AWC ecologists employed to assist with the projects.
- The position may work with Traditional Owners and Ranger Groups to facilitate their involvement in the delivery of AWC's science program on AWC sanctuaries and partnership sites in the reintroduction program.
- 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.
- The position will assist AWC's Philanthropy team conduct supporter events, and provide information and content to AWC's Communications team to assist AWC's public education efforts.
- The position will work closely with the P&G team on assessing opportunities for acquisition or partnership

Values of AWC

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:

- **Respectful** – demonstrating care, recognition and integrity
- **Informed** – working together to acquire and apply evidence, knowledge and experience
- **Dedicated** – committed to delivering effective outcomes, with resilience and tenacity
- **Innovative** – applying creative thinking for effective solutions
- **Accountable** – taking ownership of our actions and outcomes
- **Sustainable** – delivering long-term financial and ecological viability

Critical Competencies

1. **A demonstrated commitment to wildlife conservation**, evidenced through work, education and other relevant activities.
2. **Good knowledge of the conservation of Australian wildlife and ecosystems** including the nature and functioning of the Australian biota; major threats to native wildlife and their habitats; and how these threats can be mitigated, and a good understanding of vertebrate ecology.
3. **Research skills** including knowledge of the ecological literature, experimental design and sampling methods, statistical analysis of ecological data and the use of computer software packages, at a level relevant to the position.
4. **Technical competence in the application and use of databases and spatial software** including experience processing, analysing and interpreting spatial data using QGIS and/or ArcGIS. An understanding of database principles, data quality and the ability to maintain accurate, consistent and reproducible results.
5. **Good understanding of the impacts of climate change** on Australian wildlife and ecosystems.
6. **Collaboration**: you need good relationship-building and collaborative skills to perform your role as part of a team of conservation ecologists. You must be willing to contribute your expertise, and learn

from the skills and ideas of your colleagues. You must be willing to engage with the experience and world-view of a diverse range of stakeholders involved in conservation management including AWC Operations managers and other staff, AWC partners, Traditional Owners and the broader community.

7. **Scientific communication skills:** you will have a well-developed capacity to draft scientific reports, contribute to funding applications and reports, and communicate science and conservation messages to a general audience..
8. **Getting things done:** you need well-developed planning and organisational skills, including a demonstrated ability to prioritise and execute a range of tasks in an effective manner.
9. **Competence in financial management, paperwork and compliance** including the ability to deliver projects in a cost-effective manner.
10. **Resourcefulness:** you will have the ability to improvise and ‘problem-solve’, developing practical solutions with limited resources.
11. **Willingness to travel** as required to conduct the requirements of the position.

Qualifications

- A higher degree (Honours or equivalent) in ecology/ conservation biology, or a related field

Experience

- Experience working in conservation or a related field would be highly regarded.
- For appointment at a level equivalent to a Senior Field Ecologist, at least 5 years (full-time equivalent) professional work experience following graduation is essential.

Licenses and Certificates

- Legal right to work in Australia.
- A valid manual driver’s licence is essential.
- For field work, you will need to be competent in driving a 4WD in field conditions.
- Training in relevant competencies may be required.

Inherent Requirements of the Role

The execution of tasks associated with this role will primarily be in an office environment, however it may involve travel to remote sites, including away from an established field base, where you may spend time camping in very remote locations in order to support the delivery of AWC activities. AWC sanctuaries are spread across Australia, with working environments often in the extremes of weather. The position may require occasional physically demanding work including lifting and carrying, pushing and pulling loads, bending, climbing, and driving a variety of vehicles. The successful applicant must be physically capable of performing these activities in order to carry out the inherent role responsibilities.

Responsibilities

1. Science Practice
• Actively protect the integrity of AWC’s science program, by adopting, promoting and helping maintain high standards of scientific practice.
2. Leadership
• Promote AWC’s mission and values amongst AWC staff, partners and stakeholders • As relevant, mentor junior staff, Interns and students; encourage their professional development
3. Conservation Assessment
• Acquire an understanding of AWC’s Conservation Assessment framework

- Conduct conservation assessments of the conservation value of properties being considered by AWC for acquisition or partnership, applying AWC's framework.
- Evaluate the vulnerability of potential properties and, as relevant, priority species to climate change, by applying the climate change vulnerability assessment framework developed by AWC.
- Develop and implement a rapid opportunity screening process to efficiently assess and prioritise carbon and nature market opportunities.
- Lead comprehensive technical, commercial and strategic assessments of shortlisted opportunities, providing recommendations to inform investment and partnership decisions.

4. Help deliver AWC's National Science program

- As delegated by the National Science Team Manager, assist in the work of the National Science Team in developing, coordinating, supporting and reporting AWC's conservation programs, including:
 - Preparing and/ or reviewing strategies, plans, reports, publications and funding proposals relating to the work of AWC's Science Team, including monitoring, research, reintroduction, threat management, conservation planning, conservation genetics, climate change adaptation, amongst other relevant matters
 - Providing AWC and stakeholders with data, documents, summary information and metrics
 - Assisting with the communication of the science program to internal and external audiences

5. Stakeholder

- Develop and maintain good working relationships with stakeholders relevant to AWC (e.g., government agencies, Indigenous organisations, conservation groups, the broader scientific community, AWC supporters)
- Represent AWC's interests and promote AWC's mission and values in interactions with stakeholders
- Act with respect towards Indigenous cultures and peoples.

6. Risk management

- 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 site. The risk assessments and management plans must protect the health and safety of everyone on site 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.

7. Financial management

- 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. • Ensure all required financial records and paperwork are retained and, as necessary, submitted to the AWC finance department.
8. Communication and development
• Represent AWC at scientific and public events in accordance with AWC policies and requirements. • Contribute to AWC development (fundraising) programs, grant applications, etc.
9. Other tasks
• Oversee the management of assets used by AWC's science team. • Conduct other tasks, as required, to ensure the effective conservation of AWC properties. • Be a champion of the AWC values and ONE AWC approach. • Help to foster a physically and psychologically safe, respectful and inclusive work environment. • Comply with AWC policies and procedures. • Other duties, as requested.