



Land Management Officer
Mallee Cliffs National Park, NSW

Australian Wildlife Conservancy (AWC) is the largest private (non-profit) owner of land for conservation in Australia, protecting endangered wildlife at 30 sanctuaries in which we own or manage in partnership, covering a total of more than 6.5 million hectares in iconic regions such as the Kimberley, Cape York, the Top End and Kati Thanda-Lake Eyre. 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.

OneAWC is 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 their 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.

AWC is seeking a committed and enthusiastic Land Management Officer to be based at Mallee Cliffs National Park, Reporting to the Mallee Cliffs Operations Manager, the ideal candidate will be a very practical person with a passion for saving Australia's wildlife and landscape and will require knowledge of and be able to demonstrate experience in the delivery of land management programs for conservation including fire management, weed and feral animal control. You will need to be well-organised and have experience in the use of a wide array of plant, equipment and tools.

The Land Management Officer will liaise with all southeast staff (operations and science) in order to fulfill the duties required of this role, a key component of which is the facilitation and coordination of efficient operations. Within AWC, the Operations and Science teams work in an integrated manner to design and deliver conservation and land management and to measure and report on ecological health as part of the national AWC approach to conservation. The position will be expected to build and maintain professional working relationships with the other science staff in the SE region.

The successful candidate will be capable of coordinating multiple projects and work with a range of stakeholders including scientists, students, volunteers, visitors, neighbouring landholders including indigenous communities and government, and will be committed to helping AWC develop and implement a new model for conservation.

Position Profile

Designation:	Land Management Officer (LMO)
Reporting to:	Mallee Cliffs Operations Manager
Supervising:	Operation Manager
Based at:	Mallee Cliffs National Park, NSW

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.

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

In South-east Australia, AWC has entered into a partnership with the NSW Government (NPWS) to manage Mallee Cliffs National Park in south-west NSW and part of the Pilliga forest in north-central NSW. At each site, AWC has been contracted to:

- Reintroduce regionally-extinct mammals, initially into a fenced feral predator-free area; and
- Deliver applied ecological, conservation and land management programs across the project site.

In the South-east, AWC also runs science programs at Scotia Wildlife Sanctuary (near Wentworth) and Waulinbakh Wildlife Sanctuary (near Stroud).

Reporting to the Mallee Cliffs Operations Manager, the LMO will be a very practical person with a passion for saving Australia's wildlife and landscape and will require knowledge of and be able to demonstrate experience in the delivery of land management programs for conservation including weed and feral animal control. You will need to be well-organised and have experience in the use of a wide array of plant, equipment and tools.

The LMO will also liaise with all southeast staff (operations and science) in order to fulfill the duties required of this role, a key component of which is the facilitation and coordination of efficient operations. Within

AWC, the Operations and Science teams work in an integrated manner to design and deliver conservation and land management and to measure and report on ecological health as part of the national AWC approach to conservation. The position will be expected to build and maintain professional working relationships with the other science staff in the region. The LMO will be capable of coordinating multiple projects and work with a range of stakeholders including scientists, students, volunteers, visitors, neighbouring landholders including indigenous communities and government, and will be committed to helping AWC develop and implement a new model for conservation.

Other key positions in SE Region relative to this role:

The Land Management Officer reports directly to, and supports, the Mallee Cliffs Operations Manager, and will liaise closely with other staff within the SE region, in particular:

- **Land Management Officers** whose responsibility is to assist in Asset and Infrastructure construction and maintenance, feral animal control, weed control, fire management and will also support the SLMO and other LMO's [and vice versa] in the operation of their duties;
- **Administration & Operations Support Officer** who administers operations, administration and logistics;
- A team of ecologists, including the **Regional Ecologist SE, Wildlife Ecologists** and **Senior/Field Ecologists** who implement the south-east conservation and science programs.

Critical Competencies:

1. A broad knowledge of all trades (building, mechanical, fencing, plumbing, welding & electrical) is desirable, including the ability to carry out routine tasks and maintenance.
2. Demonstrated practical skills in relation to asset and infrastructure repair and maintenance including skills relevant to:
 - a. Implementation of an asset and infrastructure maintenance program (building, fencing, roads etc.).
 - b. Ability to use a wide range of plant and equipment including carrying out routine mechanical repairs to:
 - i. 4WD's, ATVs, tractors etc.
 - ii. Generators, pumps etc. – any experience with desalination plants would be highly regarded.
 - iii. Power tools including chainsaws, welders etc.
 - c. General infrastructure projects including construction, fencing and building.
3. Knowledge of practical land management programs including fire management, weed and feral animal control.
4. Understanding of and interest in Australian (with a particular focus on the southern Australia) ecology and conservation issues.
5. Understanding of ecological research and experience (desirable) with field techniques including animal trapping, handling and monitoring.
6. Demonstrated ability to prioritise and execute a large number of tasks in an efficient manner.
7. Ability to problem-solve, developing practical solutions with limited resources.
8. Willingness and ability to work as part of a small team or independently without supervision.
9. Basic computer skills including Word, Excel and email (desirable).

10. Experience working and living in a semi-rural/remote area.

Experience/Qualifications:

1. Relevant trade/ TAFE qualification (desirable).
2. Practical experience in delivering 'on-ground' results is more important than formal qualifications.

Licenses & Certificates:

1. A *valid* manual drivers license with 4WD experience in difficult conditions is essential
2. First aid certificate (desirable).

Inherent requirements of the role:

The execution of tasks associated with the position involves extensive fieldwork in remote locations and can sometimes be away from an established field base. The working environment is predominantly outdoors and often in the extremes of weather – hot and wet and/or dry. driving a variety of vehicles. The successful applicant must be mentally physically capable of performing these activities in order to carry out the inherent role responsibilities.

Responsibilities:

<p>1. Sanctuary assets and infrastructure</p>
<p>Key activities and responsibilities:</p> <ul style="list-style-type: none">• Ensure the inventory of all assets and infrastructure is maintained.• Keep up-to-date the maintenance schedule for all assets and infrastructure.• Ensure that maintenance, servicing and repairs of all infrastructure and assets (including tracks, firebreaks, walk trails, fencing, plant, equipment and vehicles) is carried out in accordance with the approved maintenance schedule (personally undertake some maintenance, with other maintenance undertaken by other staff and contractors).• Ensure you record all maintenance activity and the use and replacement of assets including fuel and equipment and maintenance supplies.• Assist with the operation and maintenance of:<ul style="list-style-type: none">• Predator-proof fencing, including on-going daily maintenance (integrity checks), and any future construction.• Road and track maintenance.• Assist in the maintenance and improvements to sanctuary infrastructure and assets.
<p>2. Land management and research/monitoring</p>
<p>Key activities and responsibilities:</p> <ul style="list-style-type: none">• Assist with all land management activities including:<ul style="list-style-type: none">• Feral animal control and monitoring.• Weed control.• Fire management, including track slashing, grading, the maintenance of fire breaks.• The abatement of other threats.

- Research & monitoring programs (for example, assisting with establishment of research and monitoring sites, and with mammal trapping).
- Other land management duties, as required.

3. Improvement, installation and planning of new infrastructure and assets

Key activities and responsibilities:

- In line with the approved budget and the operational plan, develop plans for new infrastructure as required, including:
 - Obtaining quotes.
 - Competitive selection process.
 - Supervision of contractors/suppliers.
 - Organising the purchase and ordering of new assets in accordance with AWC's purchasing policies and budget constraints.
 - Where appropriate, construct and establish new infrastructure.

4. Administration, Finance & Reporting

Key activities and responsibilities:

- Assist in the preparation of budgets, as required.
- Ensure expenditure is within approved budgets and is in accordance with AWC policies and procedures.
- Maintain other records, as required.

5. Management of staff, volunteers and contractors

Key activities and responsibilities:

- As required, co-ordinate:
 - Other staff;
 - Contractors,
 - Volunteers.
- Assist with the management and supervision of volunteers.
- Undertake safety inductions for all staff, volunteers or visitors for which you have management responsibility.
- Ensure all relevant policies are completed with in relation to visitors, volunteers and contractors including occupational health and safety.

6. OH&S and Risk Management

Key activities and responsibilities:

- Support the Mallee Cliffs operations Manager with on-going Safety/Risk Management systems aimed to protect the health and safety of everyone at Mallee Cliffs including yourself, staff, contractors, volunteers and visitors, as well as minimising public liability, asset damage and reputational risk.
- Implement and comply with the provisions of the approved safety management plan. In particular:
 - Ensure the storage and use of hazardous materials and equipment is consistent with accepted safety standards.

- Ensure that any staff, volunteers or contractors for which you have supervisory responsibility, have undertaken adequate training before they use plant, equipment, tools and/or vehicles.
- Ensure incident reports (including near miss reporting) are completed in a timely manner per AWC policies and procedures.
- Maintain a working knowledge of AWC's OH&S policies and procedures and regularly review any updates via the AWC intranet.

7. Other tasks

Key activities and responsibilities:

- Provide back-up duties for all southeast staff as required, especially during periods of staff holidays, surveys and donor events.
- Undertake other tasks, as directed by the Mallee Cliffs Operations Manager, at any of the southeastern sanctuaries and/or at other AWC sanctuaries.
- Champion the AWC values.
- Comply with all AWC policies and procedures.