

Position Profile

Designation:	Senior Land Management Officer (SLMO)
Reporting to:	Operations Manager - Ngalurrtju, or as delegated.
Supervising:	Day to day supervision of Land Management Officer(s) (LMO) and Rangers; and from time-to-time other staff, volunteers and a range of contractors who may assist in the execution of the duties listed below.
Based at:	Alice Springs, Northern Territory

Organisational Context:

Australian Wildlife Conservancy (AWC) is the largest private (non-profit) owner of land for conservation in Australia, protecting endangered wildlife 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 of AWC working collaboratively with each other.

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

The central-south region comprises of six sanctuaries located across the Northern Territory and South Australia. These properties: Ngalurrtju (NT), Kalamurina (SA), Buckaringa (SA), Dakalanta (SA), Yookamurra (SA), and Western River Refuge (SA), span over 1 million hectares and protect a diversity of threatened species and habitats. Each

sanctuary has its own unique requirements for the management of fire, the control of invasive species, the restoration of ecosystems and the management of visitors.

About the role:

The central-south region has approx. 20 permanent staff, several interns and research students, and engages a range of casual staff and volunteers. Day-to-day operations are overseen by the individual Sanctuary Managers and science programs by the Regional Ecologist (CS). Each sanctuary has its own unique requirements for the management of fire, the control of invasive species, the restoration of ecosystems and the management of visitors. The two staff streams (Operations and Science) work together in an integrated manner to design, implement and measure the effectiveness of land management strategies.

Reporting to the Ngalurrjtju Operations Manager, the Senior Land Management Officer 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 project management, the use and maintenance of a wide array of plant, equipment and tools. Appropriate trade experience as well as bush firefighting and/or training would be desirable.

The SLMO will also liaise with all central-south 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 SLMO will be capable of coordinating day to day activities and 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 CS Region relative to this role:

The Senior Land Management Officer reports directly to, and supports, the Ngalurrjtju Operations Manager, and will liaise closely with other staff within the CS 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 vice versa] in the operation of their duties;
- **Indigenous Rangers** working on a casual basis to undertake works in accordance with the Conservation Land Management program;
- **Administration & Operations Support Officer** who administers operations, administration and logistics;
- The position will be required to assist AWC's **Development team** conduct supporter events, and to provide information and content to assist AWC's public education efforts.
- A team of ecologists, including the **Regional Ecologist CS, Wildlife Ecologists** and **Senior/Field Ecologists** who implement the south-east conservation and science programs.

Critical competencies:

1. **Getting things done:** you need exceptional planning and organisational skills, including a demonstrated ability to prioritise and execute a large number of tasks in an efficient manner.
2. **Managing staff:** you need excellent people management skills, including the leadership of, and managing and coordinating remote teams of Operational Staff, Volunteers and Contractors.

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3. **Working with people:** excellent communication and interpersonal skills including the ability to establish and maintain relationships with a diverse range of stakeholders.
4. **Practical land management and asset management or comparable skills/experience:** You need to demonstrate knowledge and practical experience delivering land management programs including fire management, weed and feral animal control programs or comparable experience that is readily transferable. Demonstrated practical skills managing assets and infrastructure is required including:
 - a. The implementation of infrastructure projects such as fencing, road maintenance and building.
 - b. The management and use of a wide range of plant and equipment (graders, tractors, generators, pumps and powertools, including chainsaws, welders etc.)
 - c. A broad knowledge of all trades (building, mechanical, fencing, plumbing, welding & electrical) is desirable, including the ability to carry out routine tasks and maintenance.
 - d. Bushfire control training and experience.
 - e. 4WD experience in relevant off-road conditions is essential.
5. **Cultural awareness:** knowledge and interest in Australian Indigenous culture and willingness to work in a cross-cultural workplace.
6. **Financial management:** demonstrated ability to deliver projects in a cost-effective manner and be able to code and track expenditure, operating within the budget.
7. **Paperwork/compliance:** demonstrated ability to maintain records and implement permit/authorization processes.
8. **Resourcefulness:** the ability to improvise and 'problem-solve', developing practical solutions with limited resources.
9. **Living in the bush:** You will need to have the ability to work in an isolated small team environment and have previous experience of working and living in a rural area, preferably remote.
10. **Information technology:** Ability in using standard business software packages (including Word, email, Excel) is essential.
11. **A passion for conservation:** Understanding of and interest in Australian (with a particular focus on the arid region of Australia) ecology and conservation issues.
12. **Willingness to travel.** Flexibility in regards to work place location within AWC central-south region.

Qualifications:

Formal qualifications in Environmental/Conservation Management is preferred, though applicants without this qualification will not be overlooked if they can demonstrate strong, practical experience and a good track record of delivering 'on-ground' results.

Licenses & Certificates:

1. A valid manual drivers licence with 4WD experience in difficult conditions is essential. 4WD training can be provided to the successful candidate prior commencement.
2. Medium Rigid drivers licence (desirable).
3. First aid certificate (essential), remote first aid (desirable)
4. Firearm licence (desirable).
5. National Police Clearance.

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, especially when conducting fire and land management operations. The position can be physically and mentally 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. The successful applicant must be physically and mentally capable of performing these activities in the locations required in order to carry out the inherent role responsibilities.

Responsibilities:

<p>1. Sanctuary assets & infrastructure</p> <p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> • Ensure an inventory of all assets and infrastructure is maintained. Liaise with the Ngalurrjtju Operations Manager and CS Administration & Operations Support Officer in this matter. • Lead the development and Implementation of an Infrastructure Development Plan. • Lead the development of an Asset Management Plan and ensure the maintenance schedule of all assets and infrastructure including roads, airstrips, buildings, fencing, walk-trails, fire-breaks etc. is maintained. • Ensure maintenance, servicing, improvements and repairs of all infrastructure and assets (including plant, equipment and vehicles) is carried out in accordance with the approved maintenance schedule. • Ensure systems are in place to record all maintenance activity and to record the use and replacement of assets including fuel, equipment and maintenance supplies.
<p>2. Land Management activities</p> <p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> • Alongside Operations Manager, Senior Ecologist and Management Committee, develop annual CLM operational plans. • In accordance with the approved operational plans, oversee the land management team and undertake key land management and conservation programs including: <ul style="list-style-type: none"> ○ Feral animal control – implementation of approved culling/control, keeping detailed records and carrying out regular surveys of feral animal numbers. ○ Weed control – following weed control work plans, documenting effectiveness, maintaining stocks of and storing necessary chemicals and overseeing staff and volunteers who assist. ○ Fire management (prescribed burning) – in accordance with approved Burn plans and including fire scar data collection and assisting with wildfires. ○ Other land management duties as directed. • Helicopter and light plane travel activities are required from time-to-time to undertake these and other duties associated with this role. • In accordance with the operational plans, assist in reporting on the effectiveness of AWC’s land management strategies. • As requested, assist the science team in the development and implementation of strategies and work plans relating to research, inventory, and monitoring programs at AWC’s properties.
<p>3. Supervise Indigenous Ranger Group</p> <p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> • Alongside and in consultation with the Operations Manager and Senior Ecologist, develop and implement work programs for the Indigenous Ranger team in accordance with the approved Management Plan. • Coordinate day to day activities of the Indigenous Ranger team ensuring: <ul style="list-style-type: none"> ○ cultural safety is maintained; ○ WHS procedures are followed; and ○ operational objectives are achieved.
<p>4. Assist with the development of the Operational Plan and Budget</p> <p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> • As requested by the Ngalurrjtju Operations Manager, provide data required for the preparation of draft operational plans and budgets.

- Operations plans and budgets must address key issues including general sanctuary management (assets & infrastructure maintenance), fire management, feral animal & weed control.
- Implement the actions set out in the approved operational plan and, as requested, provide reports detailing progress in implementing the plans in accordance with the approved format/procedure.
- Seek approval for any variation from the operational plan and, if approved, implement amended plan.

5. Administration, Finance & Reporting

Key activities and responsibilities:

- Ensure all expenditure is in accordance with the approved budget and operational plan, and is in accordance with AWC policies and procedures, or if not identified in the budget and operational plan, then seek relevant approval from the Ngalurrtju Operations Manager.
- Maintain other records in relation to carrying out land management program as required.

6. Staff, contractor and volunteer co-ordination

Key activities and responsibilities:

- As required, assist with recruitment, co-ordinate, engage, supervise and ensure the safety of:
 - Other staff, Indigenous Rangers and casuals;
 - Contractors;
 - Visiting students, interns and researchers; and
 - Volunteers.
- Ensure all relevant AWC policies are complied with in relation to the engagement of contractors, staff and volunteers.

7. Stakeholders

Key activities and responsibilities:

- Establish and maintain effective relationships with:
 - Visitors;
 - Neighbouring landholders and the local community;
 - Relevant government agencies; and
 - Other stakeholders.

8. OH&S and Risk Management

Key activities and responsibilities:

- Working with the Ngalurrtju Operations Manager and Other Personnel, undertake risk assessments and prepare a risk management plan for operations at Ngalurrtju. The risk assessments and management plans must aim to protect the health and safety of you, other staff, contractors, volunteers and visitors, as well as minimising public liability risk.
- Ensure appropriate management of risks in relation to the health and safety of yourself, other staff, contractors and volunteers.
- Liaise with the CS Administration & Operations Support Officer and under the direction of the Ngalurrtju Operations Manager, implement and comply with the provisions of approved management plans. In particular:
 - Ensure that you, and other staff and any volunteers/students/interns and/or volunteers have adequate training before using plant, equipment, tools and/or vehicles.
 - Ensure that you undertake safety inductions, as required, and instigate inductions with other staff, volunteers, contractors and visitors who are under your supervision.
 - Ensuring emergency procedures are posted in appropriate locations.
 - Ensure the storage and use of hazardous materials and equipment is consistent with accepted safety standards.
 - Ensuring incident and near miss reports are filled out and submitted as per the approved AWC policies and procedures in a timely manner.

9. Undertake other tasks, as required

Key activities and responsibilities:

- Champion the AWC values.
- Comply with all AWC policies and procedures.
- As requested, assist with the organisation of various requirements for donor groups and other special visits to Ngalurrtju.
- As required by the Sanctuary Manager, undertake other specified tasks as required.
- As required by the Regional Operations Manager CS, undertake other specified tasks at Ngalurrtju and/or other AWC properties.