

Annexure 1 – Position Profile

Designation:	Senior Field Ecologist - DAC [SFE-DAC]
Reporting to:	Regional Ecologist – North West [RE-NW]
Supervising:	Field ecologists, interns, volunteers, contractors
Based at:	Kimberley WA

Organisational context:

Australian Wildlife Conservancy (AWC) protects wildlife and their habitats on a national network of wildlife sanctuaries and partnership sites. In north-west Australia, AWC manages Mornington-Marion Downs and Charnley River - Artesian Range wildlife sanctuaries. In addition, AWC implements conservation management on Yampi Sound Training Area under contract with the Commonwealth Department of Defence, and on Tableland, Dambimangari and Wilinggin lands in partnership with Traditional Owners.

The primary roles of AWC's science team are to:

- measure the ecological health of AWC's wildlife sanctuaries and partnership sites
- conduct research on key issues relevant to the conservation of wildlife
- plan, implement and monitor reintroductions (as relevant), and
- contribute to the development of conservation and land management strategies.

Reporting to the Regional Ecologist – North-west, the Senior Field Ecologist North-west will work as a part of a team of ecologists responsible for implementing AWC's science program in the Kimberley. The position will have responsibility for implementing the science component of the Dambimangari partnership. Responsibilities may change over time, as delegated by the Regional Ecologist North-west. Key duties of the position include:

- Scoping, implementing and reporting on AWC's science program, including:
 - Conducting inventory surveys
 - Monitoring ecological health
 - Undertaking research addressing major knowledge gaps in conservation, taking advantage of the opportunities presented by AWC's scale and our integration of science and land management.
- Managing a team of AWC ecologists, interns and volunteers in the field
- Working with Traditional Owners and Ranger Groups to scope, plan and implement surveys on partnership sites
- Working with AWC land managers and with partners, including Traditional Owners and Ranger Groups, to design, implement and report on strategies for the effective management of fire, feral animals, weeds and other threats, and
- Assisting with AWC's communication and fundraising activities.

The position requires expertise in implementing a conservation science program, good personnel management skills, excellent communication and liaison skills, and a well-developed capacity for project management. The appointee must be motivated to work in the private nature conservation sector and be willing to help develop and promote AWC's conservation model.

AWC's Kimberley properties are located in remote locations. The Senior Field Ecologist will be based in Derby (preference) or Broome, and will work out of other sites in the Kimberley as required. The job requires extended periods in the field and a balance of office work.

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.

Key relationships:

- The position reports to the Regional Ecologist-North-west, and ultimately to AWC's Chief Science Officer.
- The position is part of a team of AWC ecologists in the Kimberley, including a number of Wildlife Ecologists, Senior Field Ecologist/s and Field Ecologist/s.
- The position will supervise a small team of AWC ecologists, Traditional Owners, Indigenous Rangers, interns and volunteers, and potentially contractors, in the field.
- The position will work with Traditional Owners and Ranger Groups, to implement AWC's science program on AWC sanctuaries and partnership sites in the Kimberley. A particular focus of the position will be the Dambimangari Partnership program.
- 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. The position will be expected to build and maintain professional working relationships with AWC's operations staff in the Kimberley.
- The position will be required to assist AWC's Development team conduct supporter events, and to provide information and content to AWC's Communications team for public education.

Critical Competencies:

1. **Getting things done:** you need well-developed planning and organisational skills, including the ability to prioritise and execute a range of tasks in an efficient manner.
2. **Leadership:** you need good leadership and team-building skills, including the ability to manage and coordinate remote teams of staff, interns, volunteers and potentially contractors, as well as to work effectively with Indigenous partners.

3. **Collaboration:** you need sound relationship-building and collaborative skills, including the ability to develop and maintain relationships with a diverse range of stakeholders, including colleagues, Indigenous groups, the broader scientific community, and other conservation and land management organisations.
4. **Ecological understanding:** you will have a well-developed knowledge of the nature and functioning of the Australian biota; and major threats to native wildlife and their habitats and how these threats can be mitigated. Ideally, you will have some experience working with land managers to design and/ or implement strategies for fire, feral and weed management.
5. **Field survey:** you will have strong field survey skills, in animal trapping, identification and handling, the use of camera traps and acoustic monitors, and potentially other fauna and flora survey skills.
6. **Research:** you will have good knowledge of experimental design in ecology and the statistical analysis of ecological data, and experience in the use of computer software packages including analytical, graphing, word processing, spreadsheet/ database and potentially GIS software.
7. **Science communication:** you will have a well-developed capacity to draft and review scientific reports and publications, compose funding applications and reports, and communicate science and conservation messages to a general audience.
8. **Financial management, paperwork and compliance:** you will have the ability to deliver projects in a cost-effective manner and to manage financial resources, and to ensure contracted obligations are met, commensurate with the requirements of the position.
9. **Resourcefulness:** you will have the ability to improvise and 'problem-solve', developing practical solutions with limited resources.
10. **Travel and time in the field:** you must be willing to travel away from base and spend extended time in the field to meet the requirements of the position.

Qualifications:

An honours degree 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. Monitoring ecological health
<ul style="list-style-type: none">• Implement a program of ecological surveys which inform or give effect to ecological health monitoring plans for AWC sanctuaries and partnership sites in north-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
3. Research
<ul style="list-style-type: none">• Implement research projects on AWC sanctuaries and partnership sites in north-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.• Assist external researchers and students undertaking collaborative research on AWC sanctuaries and partnership sites in north-west Australia.• Assist in the administration of all research projects including approvals, storage and management of data, reporting and publications.
4. Conservation and land management
<ul style="list-style-type: none">• Contribute to the design of strategies for fire management, feral animal control, weed control and other land management activities on AWC's sanctuaries and partnership sites in north-west Australia.• Contribute to the development and review of annual work plans to implement these strategies.• Report on the outcomes of management activities.• Assist in the implementation of conservation and land management projects, as relevant.
5. Leadership
<ul style="list-style-type: none">• Manage a small team of AWC ecologists, Traditional Owners, Rangers, interns and volunteers in the field• Mentor Rangers and junior staff and encourage their professional development.• Foster, and be an advocate for, the adoption of AWC culture (effective delivery of evidence-based conservation) in the team and across the organization

6. Personnel management
<ul style="list-style-type: none"> • Co-ordinate, engage and supervise other staff and contractors. Ensure all relevant AWC policies are complied with in relation to the engagement of staff or contractors, including safety, recruitment, purchasing and other relevant policies. • Contribute to the management of interns and volunteers assisting in the science program at AWC's north-west sanctuaries and partnership sites, 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
7. Planning and budgeting
<ul style="list-style-type: none"> • Contribute to the preparation of operational plans and budgets for science activities in the north-west • Ensure AWC obligations under partnership agreements and contractual arrangements are met • Implement science activities set out in operational plans (including all deliverables specified by contract/ funding agreements) • Ensure activities are implemented in accordance with requirements of AWC policies and permits. • Contribute to quarterly and annual reporting against the plans and budgets, and provide additional progress reports, as requested. • Seek approval for material variations from the plans
8. Indigenous, community and stakeholder engagement
<ul style="list-style-type: none"> • Work with partners, including Traditional Owners and Ranger Groups, as relevant, to scope, plan and conduct surveys • Develop and maintain productive working relationships with other members of the community, including neighbouring landholders, government agencies, other conservation groups and NGOs in the Kimberley
9. Financial management and reporting
<ul style="list-style-type: none"> • Deliver activities in a cost-effective manner and in accordance with AWC policies and procedures. • Ensure that all operational 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 records and paperwork are retained and, as necessary, submitted to the AWC finance department.

10. Communications
<ul style="list-style-type: none"> • Contribute to the recording and submission of information relating to wildlife, ecosystems and AWC's science program activities in north-west Australia. • Compile and submit information and images for use in AWC communications products • Contribute to the preparation and submission of weekly reports. • Represent AWC at various scientific and public events in accordance with AWC policies and requirements.
11. Development
<ul style="list-style-type: none"> • Assist in the implementation of development (fundraising) programs and events. • Assist in drafting of applications for funding, and help prepare reports.
12. Management of risks, health and safety
<ul style="list-style-type: none"> • In accordance with the requirements of the National Operations Manager 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: <ul style="list-style-type: none"> ○ 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.
13. Other tasks
<ul style="list-style-type: none"> • Contribute to the management of assets used by the North-west science team. • Assist in obtaining, managing and reporting permits required by government authorities • Conduct other tasks to ensure the effective conservation of AWC sanctuaries and partnership sites • Comply with all AWC policies and procedures.