

## Position Description

<b>Designation:</b>	Wildlife Ecologist / Senior Wildlife Ecologist, Central North
<b>Reporting to:</b>	Regional Ecologist Central North
<b>Supervising:</b>	As delegated by the Regional Ecologist Central North: AWC ecologists, interns, volunteers, contractors, Indigenous Rangers
<b>Based at:</b>	Darwin or other location to be agreed

## 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.

## AWC's science program

AWC currently employs 80 professional ecologists to deliver its conservation science program. AWC's science program aims to acquire, analyse and disseminate information to facilitate the delivery of effective conservation, with a primary focus on AWC properties and partnership sites. Key tasks performed by AWC's science team are to:

- Monitor and evaluate the ecological health of AWC properties – AWC is a leader in reporting conservation outcomes on our national network of sites;
- Conduct research on issues relevant to the conservation of wildlife – AWC supports a large number of fundamental and applied ecology research projects led by AWC staff and/ or external researchers;
- Plan, implement and monitor reintroductions – AWC is a national leader in the reintroduction of threatened mammals to parts of their former range;
- Contribute to conservation and land management strategies, to address key threats to wildlife; and
- Develop and communicate advice on conservation issues to AWC's Executive and Board, and to the public.

## AWC's science program in Central North Australia

In the northern part of the Northern Territory (NT), AWC manages two wildlife sanctuaries: **Pungalina-Seven Emu**, in the Gulf of Carpentaria, and **Wongalara**, in the Top End of the NT.

Since 2016, AWC has implemented a conservation program on part of **Bullo River Station**, a pastoral property in the Victoria River District, north-west NT. We are currently developing an ambitious reintroduction strategy for Bullo River Station.

Since 2020, AWC has partnered with the Northern Australia Pastoral Company (**NAPCo**), a beef producer with properties in Queensland and the Northern Territory, with the aim of enhancing conservation outcomes on the NAPCo estate. The scope of the project has varied over time, with recent work focused on NAPCo properties in the Channel Country, western Queensland. AWC may develop partnerships with **other pastoral entities** in the future.

## The role

The Wildlife Ecologist/ Senior Wildlife Ecologist Central North will be responsible for the implementation of AWC's science program at one or more AWC properties and partnership sites in the region, as delegated by the Regional Ecologist. The role has a significant intellectual component, related to the design, analysis and reporting of elements of the science program, commensurate with the professional skills acquired in a PhD or equivalent. The

role also has a substantial field work component, including planning, coordination and delivery of field work, and associated data management.

The incumbent 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.

The key duties of the position require expertise in delivery of a conservation science program; well-developed skills in personnel management, stakeholder engagement, communication and liaison; and a well-developed capacity for project management and reporting, as outlined below.

Appointment to the Senior Wildlife Ecologist level will also entail managing programs and staff at a sub-regional level.

### **Key duties**

Reporting to the Regional Ecologist, key duties of the Wildlife Ecologist/ Senior Wildlife Ecologist include:

- Taking a lead role in the development, implementation and reporting of the science program at AWC properties in the region. Major tasks in the program include ecological monitoring, the reintroduction of locally-extinct species, and ecological research.
- Contributing to the delivery of AWC's science program at AWC properties and partnership sites in the Central North, as delegated by the Regional Ecologist, including planning, coordination and conduct of field work, and associated data management. This includes leading a team of AWC ecologists and other personnel (Interns, volunteers, Indigenous Rangers) in the conduct of field work.
- Working in an integrated way with AWC Operations staff to design and implement conservation and land management strategies at AWC properties in the region.
- Working effectively with key stakeholders, including AWC partners, government agencies, recovery teams, the conservation science sector, Indigenous groups and local communities, to scope, develop and implement AWC's conservation program in the region.
- Communicating AWC's science program to the stakeholders, the scientific community and the public through scientific publications, reports, presentations, participation in workshops and conferences etc., in accordance with AWC policies and requirements.
- Assisting with AWC's fundraising activities.

### **Location:**

Many of AWC's properties are located in remote locations. In addition, AWC has offices in Perth, Melbourne, Sydney, Cairns, Broome, Alice Springs, Buronga and Narrabri. The Wildlife Ecologist/ Senior Wildlife Ecologist will preferably be based in Darwin, or at a location to be agreed, with travel to AWC properties and partnership sites as required to fulfil the duties of the role. The job primarily involves field work with a balance of office work.

### **Key relationships:**

- The Wildlife Ecologist/ Senior Wildlife Ecologist Central North reports to the Regional Ecologist Central North. Ultimately the position reports to AWC's Chief Science Officer.
- The Wildlife Ecologist/ Senior Wildlife Ecologist may be responsible for day-to-day management of one or more AWC ecologists in the region, as delegated by the Regional Ecologist.
- The Wildlife Ecologist/ Senior Wildlife Ecologist will work as part of a team with other AWC ecologists, Interns and volunteers in the region, and more broadly as part of AWC's science team nationally.
- 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.
- All AWC staff help the Development and Communications teams present our conservation model to the

public, as we rely heavily on philanthropic support to fund our 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:

- **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 delivery of AWC's mission is highly reliant on all AWC working collaboratively with each other under a model called *OneAWC*, defined as 'a cohesive, engaged, collaborative, high performing group guided by strong, effective leaders. A group of people who 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.'

### **Critical Competencies:**

1. **Advanced knowledge of the conservation of Australian wildlife and ecosystems** including 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 experience working with land managers to design applied conservation strategies (e.g., for fire, feral animal and weed management).
2. **Excellent ecological field and research skills** including strong skills in vertebrate ecology and sound skills in field ecology generally; high level knowledge of the ecological literature; advanced knowledge of experimental design and sampling methods; advanced skills in statistical analysis of ecological data and the use of computer software packages relevant to the position.
3. **Commitment to conservation:** you must have a strong drive to make a positive difference to the conservation of Australian wildlife.
4. **Getting things done:** you need well-developed planning and organisational skills, including a demonstrated ability to prioritise tasks in an effective manner to deliver your role.
5. **Leadership:** you need strong leadership and team-building skills, including the ability to manage and coordinate a team of staff and volunteers working in a remote area.
6. **Collaboration:** you will work as part of a high-performing team of conservation ecologists, contributing your skills and expertise to the role, and learning from the skills and ideas of your colleagues. More generally, you need to have good relationship-building and collaborative skills. You must be willing to learn from the experience and world-view of the diverse range of stakeholders involved in the program, including Operations managers, AWC partners, Traditional Owners and the broader community.
7. **Scientific communication skills:** you will have a well-developed capacity to write and review scientific reports and publications, compose funding applications and reports, and communicate science and conservation messages to a general audience.
8. **Competence in financial management, paperwork and compliance:** you must have the ability to deliver projects in a cost-effective manner, to manage financial resources, and to ensure contracted obligations are met and reported on in accordance with contract requirements.
9. **Resourcefulness:** you will have the ability to improvise and problem-solve, developing practical solutions with limited resources, while being willing to seek additional resources if required to complete tasks.
10. **Willingness to travel:** you must be willing to travel away from base and conduct field work to meet the requirements of the position.

**Qualifications:**

1. A PhD in ecology or a related discipline.
  - Appointment to Senior Wildlife Ecologist will require, in addition to a PhD in ecology or a related discipline, substantial professional postgraduate experience (generally, 10 or more years) in nature conservation or a related field, plus aptitude/ capacity for managing programs and staff at a sub-regional level.

**Licenses & Certificates:**

1. Valid Australian driver's licence. You will need to be able to drive a manual 4WD vehicle in difficult conditions. Training in relevant competencies may be required.

**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 include 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 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:**

<b>1. Science practice</b>
<ul style="list-style-type: none"><li>• Actively protect the integrity of AWC's science program, by adopting, promoting and helping maintain high standards of scientific practice.</li></ul>
<b>2. Leadership</b>
<ul style="list-style-type: none"><li>• Contribute to the development of AWC's science program and policies, at a level commensurate with the position</li><li>• Lead the implementation of the science program at one or more sites in the region, as directed by the Regional Ecologist<ul style="list-style-type: none"><li>○ Oversee the work of a team of ecologists</li><li>○ Ensure appropriate delegation of tasks</li></ul></li><li>• Mentor junior staff, Interns and students, and encourage their professional development</li><li>• Assist with the recruitment and supervision of AWC staff, volunteers and contractors</li><li>• Champion AWC's values and "OneAWC" culture, ensuring alignment with the organisation's vision and strategic goals</li></ul>
<b>3. Science program</b>
<ul style="list-style-type: none"><li>• Contribute to the development of AWC's science program and policies, within your areas of professional expertise</li></ul>
<b>4. Ecological health</b>
<ul style="list-style-type: none"><li>• Lead the development and review of Ecohealth Monitoring Plans for AWC properties in the region, as delegated by the Regional Ecologist</li><li>• Implement a program of ecological surveys to give effect to the Ecohealth Monitoring Plans:<ul style="list-style-type: none"><li>○ conduct ecological surveys utilising a range of techniques and methods: e.g., standard observational surveys; live-trapping; camera trapping; acoustic surveys; telemetry; vegetation and habitat assessments.</li><li>○ manage the collection of biological samples.</li><li>○ ensure survey work is conducted and data are recorded, managed and stored securely in</li></ul></li></ul>

<p>accordance with AWC policies and relevant permits.</p> <ul style="list-style-type: none"> <li>• Prepare annual Ecohealth Reports and Scorecards, and other reports as required.</li> <li>• Ensure all permits and approvals are in place and help to manage regulatory reporting.</li> </ul>
<b>5. Research</b>
<ul style="list-style-type: none"> <li>• Contribute to the development and review of Research Strategies for AWC properties in the region.</li> <li>• Implement research projects in accordance with AWC policies and relevant permits.</li> <li>• Develop and manage partnerships with external researchers undertaking collaborative projects, in accordance with AWC policies.</li> <li>• Provide supervisory support to students and interns, as relevant.</li> <li>• Contribute to the administration of research projects including the storage and management of data, preparation of project reports, and writing of scientific publications.</li> </ul>
<b>6. Reintroductions</b>
<ul style="list-style-type: none"> <li>• Acquire an understanding of AWC's Reintroduction Strategy and reintroduction projects relevant to the region.</li> <li>• Contribute to the development and review of Translocation Proposals for AWC properties in the region, consulting with AWC staff and external scientists as relevant with expertise in reintroduction ecology, genetics, climate change, monitoring, and related fields.</li> <li>• Contribute to the implementation of Translocation Proposals, including: <ul style="list-style-type: none"> <li>○ Sourcing animals for reintroduction</li> <li>○ Conducting the translocation and release of animals</li> <li>○ Undertaking post-release monitoring and research</li> <li>○ Developing strategies for the release of locally extinct mammals outside feral-free areas</li> </ul> </li> <li>• Contribute to obtaining approvals and managing regulatory reporting.</li> <li>• Work effectively with government agencies, Recovery Teams and other parties involved in reintroductions.</li> </ul>
<b>7. Conservation and land management</b>
<ul style="list-style-type: none"> <li>• Assist in the development of strategies for fire management, feral animal control, weed control and other conservation land management activities for AWC properties in the region, in collaboration with AWC's National Science Team and the regional Operations team.</li> <li>• Contribute to the development of annual work plans (e.g., burn plans) to implement these strategies.</li> <li>• Report on the outcomes of management activities.</li> <li>• Contribute to the review of conservation land management strategies in an adaptive management framework.</li> </ul>
<b>8. Stakeholder management</b>
<ul style="list-style-type: none"> <li>• Develop and maintain productive working relationships with stakeholders in AWC's conservation projects in the region, including (as relevant) AWC partners, Indigenous interests, government agencies, landowners, recovery teams, conservation organisations and community groups</li> <li>• Represent AWC's interests, and promote AWC's mission and values, in interactions with stakeholders</li> </ul>
<b>9. Risk management</b>
<ul style="list-style-type: none"> <li>• In accordance with the requirements of the Chief Operations Officer and Chief Science Officer, as relevant, undertake risk assessments and prepare risk management plans for work at each site. The</li> </ul>

<p>risk assessments and management plans must protect the health and safety of everyone on site including you, other staff, contractors, volunteers and visitors.</p> <ul style="list-style-type: none"> <li>• Implement and comply with the provisions of approved risk management plans.</li> <li>• Ensure Safety Management plans and safe work systems, as approved by the Chief Operations Officer, are implemented and complied with, including that: <ul style="list-style-type: none"> <li>○ you and all staff, contractors and/or volunteers have adequate training before using plant, equipment, tools and/or vehicles.</li> <li>○ emergency procedures are developed and posted in appropriate locations.</li> <li>○ staff members have up-to-date first aid competency.</li> <li>○ incident and near miss reports are filled out and submitted as per approved AWC policies and procedures, in a timely manner.</li> </ul> </li> </ul>
<p><b>10. Project and financial management and reporting</b></p>
<ul style="list-style-type: none"> <li>• Contribute to the preparation of workplans and budgets for AWC properties in the region.</li> <li>• Implement science activities set out in approved workplans. <ul style="list-style-type: none"> <li>○ Ensure activities are delivered in a cost-effective manner.</li> <li>○ Ensure all expenditure is in accordance with AWC procurement policy and procedures.</li> </ul> </li> <li>• Prepare reports detailing progress in implementing workplans, at the request of your manager.</li> <li>• Ensure financial records are retained and, as necessary, submitted to AWC finance department.</li> </ul>
<p><b>11. Communication and development</b></p>
<ul style="list-style-type: none"> <li>• Represent AWC at scientific and public events in accordance with AWC policies and requirements.</li> <li>• Compile information on AWC's conservation science program including text and images and submit this information to AWC's communications team for use in a range of materials such as Wildlife Matters, social media posts, e-news, the AWC website, etc.</li> <li>• Assist in the planning, co-ordination and implementation of development (fundraising) programs.</li> <li>• Assist in drafting, submission and management of applications for funding, and prepare reports.</li> </ul>
<p><b>12. Volunteer/ Intern programs</b></p>
<ul style="list-style-type: none"> <li>• Oversee the management of volunteers in the science program at AWC properties in the region, ensuring integration with AWC's national volunteer program.</li> <li>• In particular, ensure AWC staff: <ul style="list-style-type: none"> <li>○ Select appropriate people as volunteers.</li> <li>○ Provide volunteers with information and agreements before travelling to AWC Sanctuaries/ Project Sites (e.g., related to conditions and tasks they will be asked to perform, etc.).</li> <li>○ Induct and manage volunteers adequately.</li> </ul> </li> <li>• Contribute to the Intern program, including the selection of interns, their engagement and training, and the evaluation and reporting of intern development.</li> </ul>
<p><b>13. Other tasks</b></p>
<ul style="list-style-type: none"> <li>• Contribute to the management of assets used by AWC's science team.</li> <li>• Contribute to the implementation of AWC's science program on other sites/ in other regions, as requested by the Regional Ecologist</li> <li>• Conduct other tasks, as required, to ensure the effective conservation of AWC properties.</li> <li>• Comply with all AWC policies and procedures.</li> </ul>