

Role Description

Designation:	Wildlife Ecologist – National Science
Reporting to:	National Science Manager
Based at:	As agreed

Organisational context:

Australian Wildlife Conservancy (AWC) is the largest private (non-profit) owner of land for conservation in Australia. We deliver effective conservation on properties owned by AWC and properties managed by AWC in partnership/ under contract with other organisations (currently 6.6 M ha), and we seek to influence conservation outcomes over a broader area through other partnership arrangements (currently 6.1 M ha of pastoral land). With a focus on practical land management, informed by world-class science, AWC is implementing a dynamic new model for conservation.

AWC's mission - *effective conservation of Australian wildlife 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.

AWC's science program plays a fundamental role in helping AWC meet its mission. AWC ecologists:

- measure and evaluate 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, and
- contribute to conservation and land management strategies, and report on their outcomes.

AWC's National Science team provides strategic direction to AWC's science program; support to our ecologists working in the regions; as well as information, advice and support to AWC's Executive and Board.

Key duties of the position

The position of Wildlife Ecologist (National Science) has been established to assist the National Science Manager (NSM) progress a range of tasks, including the development and coordination of AWC's Ecohealth monitoring program, the coordination of the research program - including administration of the research proposals and outputs, and input to the research strategy – and the development and review of strategies to prioritise AWC's acquisitions, partnerships, research, reintroductions, land management and climate change adaptation. The scope of the role will be determined by the NSM, in consultation with the person working in the position, and may vary according to AWC's priorities and the interests and capacity of the person working in the position.

The role will also provide advice to AWC's Executive, and intellectual support and mentoring for AWC ecologists in the field.

Requirements of the position

The position requires the following qualifications, experience and capacity:

- a PhD degree in ecology or a related discipline
- experience in applied conservation ecology
- team-building, collaboration and communication skills
- the motivation to work in the private nature conservation sector.

AWC manages properties across Australia, with offices in Perth, Brisbane, Sydney, Melbourne, Cairns, Alice Springs, Narrabri, Mildura and Broome. 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 will report to AWC's National Science Manager, and ultimately to AWC's Chief Science Officer.
- The position will work with other members of AWC's National Science team, which - in addition to the National Science Manager – currently comprises Senior Ecologists, Wildlife Ecologists, Senior Field Ecologists, AWC's GIS team (Spatial Analyst, Spatial Ecologists), and Botanists.
- The position will work with Regional Ecologists, sanctuary ecologists and land managers to conduct specific tasks related to developing and coordinating the Ecohealth monitoring and other conservation programs (under the direction of the National Science Manager).

AWC values

AWC's work is guided by the following values. In pursuing our mission, we are:

- **Informed** – working together to acquire and apply evidence, knowledge and experience
- **Respectful** – demonstrating care, recognition and integrity
- **Accountable** – taking ownership of our actions and outcomes
- **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.

The delivery of AWC's mission is highly reliant on all AWC working collaboratively with each other under a model called *OneAWC*. *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'.

Critical Competencies:

1. **Getting things done:** you need good planning and organisational skills, including an ability to prioritise and execute many tasks in an efficient manner.
2. **Leadership:** you need well-developed leadership and team-building skills, including the ability to promote AWC culture, strategies and policies amongst AWC staff.
3. **Collaboration:** you need well-developed relationship-building and collaborative skills, including the ability to work effectively with colleagues, and to develop and maintain relationships with a diverse range of stakeholders, including government agencies, the scientific community, conservation and land management organisations, Indigenous groups and the broader community.
4. **Advanced knowledge of the conservation of Australian wildlife and ecosystems:** including the nature and functioning of the Australian biota, major threats to wildlife and their habitats and how these threats can be mitigated. You will have experience working with land managers to design conservation management programs.
5. **Advanced ecological research skills** including high level knowledge of the ecological literature relevant to the position.
6. **Advanced science administration skills** including familiarity with reference libraries (e.g. EndNote or Zotero)
7. **Strong communication skills** including a well-developed capacity to write and review scientific reports and publications, compose funding applications and reports, and communicate science and conservation messages to professional and general audiences.

8. **Capacity to manage financial resources, and to ensure contracted obligations are met** in accordance with workplans, budgets and contract requirements.
9. **Resourcefulness:** the ability to improvise and ‘problem-solve’, developing practical solutions with limited resources.
10. **Willingness to travel** as required to conduct the requirements of the position.

Qualifications:

1. A PhD in ecology or a related discipline is essential.

Licenses & Certificates:

1. Valid manual driver’s licence is essential.

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. AWC’s National Science program
<p>Under the direction of the National Science Manager, assist in the development, coordination and reporting of AWC’s conservation programs:</p> <ul style="list-style-type: none"> • <u>Ecohealth monitoring and evaluation program:</u> <ul style="list-style-type: none"> ○ support and contribute to the development of reporting approaches ○ coordinate and review the Ecohealth monitoring plans for all AWC sanctuaries and partnership sites, including review and update lists of indicators and surveys, and survey schedules ○ coordinate and review annual Reports, Scorecards and Website Facts for all AWC sanctuaries and partnership sites ○ coordinate and review Population Management Plans and Conservation Plans as they are developed for AWC sanctuaries and partnership sites • <u>Conservation and land management strategies.</u> <ul style="list-style-type: none"> ○ Assist the National Science Manager, other National Science ecologists as delegated by the NSM, Regional Ecologists, Regional Managers and AWC land managers and other AWC ecologists as required, to: <ul style="list-style-type: none"> ○ compile fire, feral animal and weed management strategies for all AWC sanctuaries and partnership sites ○ review and update strategies as required ○ produce annual workplans ○ report annually against outcomes. • <u>Reintroductions.</u>

<ul style="list-style-type: none"> ○ develop and review translocation proposals ○ help liaise with government agencies, regulators and recovery teams ○ maintain a current schedule of translocations ○ help coordinate scheduling of translocations across AWC sanctuaries and partnership sites ○ maintain a database of translocations conducted by AWC ○ report against outcomes. ● <u>Acquisitions.</u> <ul style="list-style-type: none"> ○ develop and apply criteria to identify and evaluate potential acquisitions and partnerships to best meet AWC’s mission ● <u>Climate change adaptation.</u> <ul style="list-style-type: none"> ○ assist in the development of AWC’s climate change adaptation strategy ● <u>Research program.</u> <ul style="list-style-type: none"> ○ administer AWC’s internal and external research proposals and outputs, including management of large reference libraries ○ contribute to the development of a national research strategy <p>These tasks require working in close collaboration with other National Science ecologists as delegated by the NSM, with AWC’s regional (field-based) ecologists and managers, and with partners as relevant.</p>
<p>3. Leadership</p> <ul style="list-style-type: none"> ● Promote AWC’s mission and values amongst AWC staff, partners and stakeholders ● Contribute to the leadership of the team of ecologists implementing AWC’s national science program, as delegated by the National Science Manager, including as relevant: <ul style="list-style-type: none"> ● overseeing development of work schedules for AWC ecologists, volunteers and Interns ● ensuring appropriate delegation of tasks to ecologists in the program ● mentoring junior science staff and encouraging their professional development. ● Assist with the recruitment and supervision of AWC staff, volunteers, Interns and contractors.
<p>4. Stakeholder</p> <ul style="list-style-type: none"> ● Develop and maintain good working relationships with government agencies, Indigenous organisations, conservation groups, the broader scientific community, funding bodies, AWC supporters and members of the public in relation to AWC’s science and conservation programs ● As delegated by the National Science Manager, represent AWC’s science program in workshops, recovery teams and other conservation working groups ● Promote AWC’s interests in interactions with external groups
<p>5. Budget and procurement</p> <ul style="list-style-type: none"> ● As delegated, assist in developing and reviewing budgets for AWC’s conservation programs ● Authorise expenditure as per AWC’s procurement policy ● Deliver activities in a cost-effective manner. ● Ensure that all expenditure is in accordance with: <ul style="list-style-type: none"> ○ 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.

<p>6. Communication and development</p>
<ul style="list-style-type: none"> • Represent AWC at scientific and public events in accordance with AWC policies and requirements. • Assist in the planning, co-ordination and implementation of development (fundraising) programs. • Assist in drafting, submission and management of applications for funding, and prepare reports.
<p>7. Health, safety and environment</p>
<ul style="list-style-type: none"> • In accordance with the requirements of the Chief Operations Officer and the Chief Science Officer, undertake risk assessments and prepare risk management plans. The risk assessments and management plans must protect the health and safety of everyone conducting AWC activities and/or on AWC sanctuaries 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: <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 relevant 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.
<p>8. Undertake other tasks, as required</p>
<ul style="list-style-type: none"> • Conduct other tasks to ensure effective conservation of wildlife and habitats on AWC properties. • Comply with all AWC policies and procedures.