

### Position Description

<b>Designation:</b>	Wildlife Ecologist (Reintroductions) – two positions
<b>Reporting to:</b>	Senior Ecologist (Reintroductions) National Science Team [SE - NST]
<b>Supervising:</b>	Potentially, other AWC ecologists assisting in the projects
<b>Based at:</b>	As agreed

### Organisational context

Australian Wildlife Conservancy (AWC) protects wildlife and their habitats on a national network of wildlife sanctuaries and partnership sites. AWC's mission is delivered in the field by our Operations and Science teams, with support from staff working in Development, Communications, Finance, People and Legal. We currently implement conservation management on 30 sites extending over 6.8 M ha, and aim to influence conservation outcomes on another 6.6 M ha of pastoral partnership. We have offices in Perth, Melbourne, Sydney, Cairns, Alice Springs, Mildura and Narrabri.

### AWC's science program

AWC currently employs over 70 professional ecologists to deliver its conservation science program. The primary purpose of AWC's science program is to acquire, analyse and disseminate information that facilitates the delivery of effective conservation. Key tasks performed by AWC's science team are to:

- Monitor and evaluate the ecological health of AWC properties;
- Conduct research on issues relevant to the conservation of wildlife;
- Plan, implement and monitor reintroductions,
- Contribute to the development of conservation and land management strategies, and
- Communicate advice on issues relevant to conservation to AWC's Executive and Board.

### AWC's reintroduction program

AWC is a national leader in the reintroduction of threatened mammals to parts of their former range. At present, AWC manages reintroduced populations of 23 locally-extinct mammal species (including 19 nationally-threatened species) at 12 sites, comprising 11 'safe havens' (fenced areas and an island from which introduced predators have been eradicated) and one predator-suppressed site, with an increasing focus on developing effective 'outside the fence' reintroduction strategies. AWC's reintroduction program is unpinning by robust conservation science, encompassing the ecology, behaviour and genetics of reintroduced species, and an understanding of the impacts of climate change.

### The role

Recently, AWC has been engaged to develop reintroduction strategies for two projects:

- Orchard Hills (Sydney, New South Wales), and
- Bullo River Station (Northern Territory).

The **Orchard Hills project** involves restoration of an area of Cumberland Plain woodland in western Sydney. AWC's role, initially, is to develop a reintroduction strategy for the project. The strategy will identify a suite of locally-extinct species of vertebrate fauna that can feasibly be reintroduced to a c. 400 ha fenced feral predator-free area, identify optimal source locations for those species considering genetics and logistics, consider the need for captive breeding and/ or specific release strategies, attribute costs to likely scenarios, and develop an schedule for reintroductions. This is a rare opportunity to design from first principles a multi-species reintroduction project in a major city.

The **Bullo River project** has the potential to be the first large-scale multi-species ‘rewilding’ project in northern Australia. Since 2016, AWC has worked with the owner of this iconic property to implement a conservation program complementing the existing pastoral and tourism enterprise. AWC has been tasked with developing a reintroduction strategy for the project. The strategy will identify a suite of locally-extinct species of vertebrate fauna that can feasibly be reintroduced to the property, identify optimal source locations for those species considering genetics and logistics, consider the need for captive breeding and/ or specific release strategies, attribute costs to likely scenarios, and develop an schedule for reintroductions. This is a rare opportunity to design from first principles a multi-species reintroduction project in northern Australia.

### **Key duties**

AWC is seeking to appoint a Wildlife Ecologist to take a lead role in developing the reintroduction strategy for each project. In developing the reintroduction strategies, the positions will:

- report to, and be guided by, AWC’s Senior Ecologist responsible for coordinating our reintroduction program nationally, and
- engage with AWC’s expertise in reintroduction ecology, genetics, climate change, and related areas of knowledge, as well as with external expertise as useful.

Other duties of each position include:

- Working effectively with key stakeholders, including property owners, managers, government agencies, recovery teams, the conservation science sector, Indigenous groups and local communities, to scope, develop and communicate reintroduction strategies appropriate to one or both properties.
- Assisting with AWC’s communication and fundraising activities.

Successful candidates will work from home or from one of AWC’s offices, as agreed. Field visits will be arranged to the relevant property or properties.

### **Key relationships:**

- The positions report to the Senior Ecologist (Reintroductions), and ultimately to AWC’s Chief Science Officer. Reporting lines may change over time.
- As delegated, the positions may have responsibility for day-to-day management of one or more AWC ecologists employed to assist with the projects.
- The positions will work with other AWC ecologists in the National Science Team, the South-east team (in relation to Orchard Hills) and the North-east team (in relation to Bullo River Station) to help deliver reintroduction strategies for each project.
- 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 our Development and Communications team present our conservation model to the public, given 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:

- 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.

### **Critical Competencies:**

1. **Getting things done:** you need well-developed planning and organisational skills, including a demonstrated ability to prioritise and execute tasks in an efficient manner.
2. **Leadership:** you need well-developed skills in leadership and team-work, including the ability to promote AWC culture, strategies and policies amongst AWC staff.
3. **Collaboration:** you need good 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. **Knowledge of the conservation of Australian wildlife and ecosystems:** you will have well-developed knowledge of the nature and functioning of Australian ecosystems, threats to native wildlife and their habitats, and how threats can be mitigated. Ideally, you will have experience working in reintroduction projects, and / or with land managers to develop or implement conservation management strategies.
5. **Ecological research skills:** you will have well-developed knowledge of the ecological literature relevant to conservation in Australia; well-developed knowledge of experimental design and sampling methods; and relevant skills in the use of computer software packages relevant to the position.
6. **Scientific communication skills:** you will have a demonstrated capacity to write scientific reports and publications, and to communicate science and conservation messages to professional and general audiences.
7. **Project management and reporting:** you will have the capacity to deliver projects in a cost-effective manner and to report on project outcomes in a timely manner.
8. **Resourcefulness:** you will have the ability to improvise and 'problem-solve', developing practical solutions with limited resources.
9. **Willingness to travel:** you will need to be able to visit the project locations to conduct the requirements of the position.

### **Qualifications:**

1. A PhD in ecology or a related discipline.

### **Licenses & Certificates:**

1. Valid Australian driver's licence. Ideally, you would 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 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:

<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>Promote AWC's mission and values amongst AWC staff, partners and stakeholders</li><li>As relevant, mentor junior staff, Interns and students; encourage their professional development</li></ul>
<b>3. Stakeholders</b>
<ul style="list-style-type: none"><li>Develop and maintain productive working relationships with stakeholders in the relevant project</li><li>Represent AWC's interests in interactions with stakeholders</li></ul>
<b>4. Reintroductions</b>
<ul style="list-style-type: none"><li>Under the guidance of AWC's Senior Ecologist (Reintroductions):<ul style="list-style-type: none"><li>acquire an understanding of AWC's Reintroduction Strategy including existing reintroduction projects, strategies and translocation proposals;</li><li>lead the development of Reintroduction Strategies for the relevant project</li></ul></li><li>Engage with AWC staff with expertise in reintroduction ecology, genetics, climate change, etc; and with AWC staff and stakeholders familiar with the natural history and conservation management of each site, to facilitate development of a fit-for-purpose reintroduction strategy for each site</li></ul>
<b>5. Ecological health</b>
<ul style="list-style-type: none"><li>Acquire an understanding of AWC's ecological health monitoring framework, and consider its application to the relevant project</li></ul>
<b>6. Research</b>
<ul style="list-style-type: none"><li>Contribute to the development of research projects around reintroductions to the relevant project</li></ul>
<b>7. 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 risk assessments and management plans must protect the health and safety of everyone on site including you, other staff, contractors, volunteers and visitors.</li><li>Ensure Safety Management plans and safe work systems, as approved by the Chief Operations Officer, are implemented and complied with, including that you and all staff, contractors and/or volunteers have adequate training before using plant, equipment, tools and/or vehicles.</li></ul>
<b>8. Project and financial management and reporting</b>
<ul style="list-style-type: none"><li>Contribute to the preparation of workplans and budgets</li><li>Implement 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>
<b>9. Communication and development</b>
<ul style="list-style-type: none"><li>Represent AWC at scientific and public events in accordance with AWC policies and requirements.</li><li>Assist as relevant in Development (fundraising) activities.</li></ul>
<b>10. Other tasks</b>
<ul style="list-style-type: none"><li>Contribute to the management of assets used by AWC's science team.</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>