

**Position Description**

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| <b>Designation:</b>  | Wildlife Ecologist (Threatened Species and Conservation Planning) - NST                          |
| <b>Reporting to:</b> | Senior Ecologist (Threatened Species and Conservation Planning) 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)** is a national conservation organisation dedicated to the effective conservation of Australia's native wildlife and their habitats. AWC delivers practical, on-ground conservation across a diverse network of wildlife sanctuaries and partnership landscapes spanning multiple bioregions of Australia. Our work is led by integrated Operations and Science teams, supported by and working with Philanthropy, Communications, Finance, People and Legal functions. Through long-term land stewardship, partnerships with other land managers, and the application of world-class ecological science, AWC delivers measurable conservation outcomes at landscape scale.

With a strong focus on evidence-based land management, adaptive learning and continuous improvement, AWC is advancing a dynamic and nationally significant model for conservation - one that demonstrates what effective conservation looks like when science and practice are tightly integrated.

**AWC's Science Program**

AWC's science program plays a fundamental role in helping AWC meet its mission. The purpose of AWC's science program is to acquire, analyse and disseminate information that facilitates the delivery of effective conservation, with a primary focus on AWC properties and partnership sites. AWC currently employs around 80 professional ecologists to deliver its conservation science program. Key tasks performed by AWC's science team are to:

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

AWC's science program is delivered in the field through Regional Science teams. Each team is led by an experienced Regional Ecologist, responsible for overseeing implementation of the AWC's science program in the region, while ensuring that the program gives effect to AWC's national frameworks. Regional teams

comprise Wildlife and Field Ecologists, who are responsible for implementing the science program (designing surveys, conducting field work, evaluating and reporting outcomes) at AWC properties and partnership sites.

The Regional Science teams are supported by AWC's National Science team (NST), comprising conservation ecologists, spatial analysts and data managers. The NST coordinates national conservation and reintroduction programs, leads national research projects, runs specialist ecological surveys, analyses and maps spatial data, develops data management systems, and provides information to AWC's Executive and other parts of AWC.

### **AWC's Threatened Species and Conservation Planning Program**

AWC protects many threatened and priority species across our network of sanctuaries and partnership sites. In addition, AWC is a national leader in the reintroduction of threatened mammals to parts of their former range. At present, AWC manages reintroduced populations of 21 locally-extinct mammal species with an increasing focus on developing effective 'outside the fence' reintroduction strategies. AWC's threatened species program is underpinned by robust conservation science, encompassing ecology, behaviour and genetics of conservation dependent species, and an understanding of the impacts of climate change. Conservation planning of these populations is important to effectively manage and protect species from both current and emerging threats.

### **Role**

Reporting to the Senior Ecologist (NST), the Wildlife Ecologist will contribute to AWC's science program in the National Science Team. This position sits within the Threatened Species and Conservation Planning team and will play a key role in the delivery and implementation of AWC's conservation planning for threatened and priority species, relating to extant and reintroduced populations across AWC properties and partnership sites, and support AWC's reintroduction program and threatened species management more broadly.

In addition, the role will be expected to contribute to the broader tasks of the National Science program, as requested by the Senior Ecologist and National Science Team Manager, related to the development and review of strategies to prioritise AWC's acquisitions, partnerships, research, conservation land management, Ecohealth monitoring and evaluation, and climate change adaptation.

The Wildlife Ecologist 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, with particular application to the social and environmental context of the region.

### **Key Duties of the Role**

- Contribute to threatened species management, including development of Population Management Plans, Conservation Management Plans, and general conservation planning activities, as delegated by the Senior Ecologist.
- Contribute to the development of components of the National Science Program relating to AWC's reintroduction strategy across AWC properties and partnership sites, as delegated by the Senior Ecologist.
- Contribute to other components of the National Science Program, as delegated by the Senior Ecologist and National Science Team Manager.
- Work effectively with key stakeholders, including Indigenous groups, AWC partners, government agencies, recovery teams, the conservation sector and local communities, to develop AWC's national reintroduction program, as delegated by the Senior Ecologist.
- Communicate AWC's science program to stakeholders, the scientific community and the public through scientific publications, reports, presentations, participation in workshops, etc.
- Assist with AWC's fundraising activities.

## Location

AWC manages properties across Australia, with offices in Perth, Melbourne, Sydney, Cairns, Broome, Alice Springs, Buronga and Narrabri. Many AWC wildlife sanctuaries are in remote locations. 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 reports to the Senior Ecologist, then to the National Science Team Manager, and ultimately to AWC's Chief Science Officer. Reporting lines may change over time.
- The position will work as part of AWC's National Science team, which comprises ecologists at a range of levels and varied skillsets, developing, managing and/ or coordinating key components of AWC's science program: monitoring, research, reintroductions, acquisition prioritisation, spatial analysis and data management, climate change adaptation, genetics, botany and other specialist ecology. The NST will be structured to ensure appropriate delegation within the team.
- The position will work as part of a team of ecologists in the Threatened Species and Conservation Planning Team, and across AWC.
- 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 position may work with Traditional Owners and Ranger Groups to facilitate their involvement in the delivery of AWC's science program on AWC sanctuaries and partnership sites in the reintroduction program.
- 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.
- The position will assist AWC's Philanthropy team conduct supporter events, and provide information and content to AWC's Communications team to assist AWC's public education efforts.

## 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

## Critical Competencies

1. **A demonstrated commitment to wildlife conservation**, evidenced through work, education and other relevant activities.
2. **Experience working with threatened species** including an understanding of the drivers behind species declines and conservation planning strategies to facilitate threatened species management.
3. **Advanced knowledge of the conservation of Australian wildlife and ecosystems** including the nature and functioning of the Australian biota; 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 land management strategies.
4. **Excellent ecological field and research skills** including high level knowledge of the ecological literature; advanced knowledge of experimental design and sampling methods; strong skills in vertebrate ecology and sound skills in field ecology generally; advanced skills in statistical analysis of ecological data and the use of computer software packages relevant to the position.
5. **Getting things done:** you need well-developed planning and organisational skills, including a demonstrated ability to prioritise and execute a range of tasks in an effective manner.
6. **Leadership:** you need strong leadership and team-building skills, including the ability to manage and coordinate a team of staff and volunteers working in remote areas.
7. **Collaboration:** you need good relationship-building and collaborative skills to perform your role as part of a team of conservation ecologists. You must be willing to contribute your expertise, and learn from the skills and ideas of your colleagues. You must be willing to engage with the experience and world-view of a diverse range of stakeholders involved in conservation management including AWC Operations managers and other staff, AWC partners, Traditional Owners and the broader community.
8. **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.
9. **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.
10. **Resourcefulness:** you will have the ability to improvise and 'problem-solve', developing practical solutions with limited resources.
11. **Travel and time in the field:** you must be willing to travel away from base and conduct field work to meet the requirements of the position.

## Qualifications

- A PhD in ecology, conservation or a related discipline.

## Experience

- Experience working in conservation or a related field would be highly regarded.

## Licenses and Certificates

- A valid manual driver's licence is essential. You will need to be competent in driving a 4WD in field 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

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| <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. Conservation Planning</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <p>Under the guidance of AWC's Senior Ecologist, assist in the development, coordination and delivery of AWC's threatened and priority species planning program, including:</p> <ul style="list-style-type: none"> <li>Contribute to species conservation planning and threat management, in collaboration with the NST and regional science and operations teams.</li> <li>Contribute to the development and review of species-based Conservation Management Plans for priority species on AWC estate.</li> <li>Contribute to the development and review of species-based Population Management Plans for priority species within AWC's reintroduction program.</li> <li>Coordinate with National Conservation Science Manager to integrate management plans with AWC's Ecohealth monitoring framework.</li> </ul> |
| <b>4. Reintroductions</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <p>Under the guidance of AWC's Senior Ecologist, contribute to AWC's Reintroduction Strategy and program including:</p> <ul style="list-style-type: none"> <li>acquire an understanding of AWC's Reintroduction Strategy and existing reintroduction projects, strategies and translocation proposals</li> <li>contribute to AWC's Reintroduction Strategy for conserving additional populations of predator-susceptible species</li> </ul>                                                                                                                                                                                                                                                                                                                                                                         |
| <b>5. National Science Program</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <ul style="list-style-type: none"> <li>Acquire an understanding of AWC's Ecohealth monitoring framework, and consider its application to the project(s).</li> <li>Contribute to other components of the National Science Program as required (monitoring, research, acquisition prioritisation, spatial analysis and data management, climate change adaptation, genetics and other specialist ecology).</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>6. Stakeholders</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 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> <li>Act with respect towards Indigenous cultures and peoples.</li> </ul>                                                                                                                                                                                                                                                                                                                 |
| <b>7. Project and financial management</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <ul style="list-style-type: none"> <li>Contribute to the preparation of workplans and budgets</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> </ul>                                                                                                                                                                                                                                                                                                                    |

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| <ul style="list-style-type: none"> <li>• Ensure financial records are retained and, as necessary, submitted to AWC finance department.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>8. 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>• Compile and submit information on AWC's conservation science program including text and images to AWC's communications team for use in a range of materials such as Wildlife Matters, social media posts, e-news, AWC website etc.</li> <li>• Assist in the planning, co-ordination and implementation of Philanthropic (fundraising) programs.</li> <li>• Assist in drafting, submission and management of applications for funding, and prepare reports.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>9. Health, safety and environment</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <ul style="list-style-type: none"> <li>• 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.</li> <li>• Implement and comply with the provisions of the approved risk management plan.</li> <li>• 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"> <li>○ Ensure that you and all staff, interns, rangers, contractors and/or volunteers have adequate training before using plant, equipment, tools and/or vehicles.</li> <li>○ Ensure emergency procedures are developed and posted in appropriate locations.</li> <li>○ Ensure staff members have up-to-date first aid competency.</li> </ul> </li> <li>• Ensure incident and near miss reports are filled out and submitted as per approved AWC policies and procedures, in a timely manner.</li> </ul> |
| <b>10. Undertake other tasks, as required</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 to ensure the effective conservation of wildlife and habitats on AWC properties.</li> <li>• Comply with all AWC policies and procedures.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |