



# BUSH HERITAGE

## AUSTRALIA

### POSITION DESCRIPTION

<b>POSITION TITLE:</b>	Ecologist – Cravens Peak and Ethabuka
<b>ROLE GRADE:</b>	8
<b>REMUNERATION:</b>	\$85k - \$94k (inclusive of 9.5% superannuation) commensurate with qualifications and experience. Accommodation and utilities provided on site.
<b>COST CENTRE:</b>	North Region
<b>LOCATION:</b>	Live in staff based on Cravens Peak Reserve
<b>DATE REVIEWED:</b>	March 2020
<b>POSITION BASIS:</b>	Full time 1.0 FTE, fixed term 2 years

### Introduction

Bush Heritage Australia is a national non-profit organisation protecting the natural environment through the management of land and water of high conservation value. Bush Heritage has more than 37 nature reserves throughout Australia which total almost 1 million hectares. In addition, Bush Heritage partners with Indigenous and agricultural landowners to assist with the conservation management of a further 3.8 million hectares.

Established in 1991, Bush Heritage has 18,000 supporters Australia wide and an annual operating budget of over \$13 million. Bush Heritage is primarily funded by donations from individuals and philanthropic sources. In pursuing its mission, Bush Heritage engages staff and volunteers across all the States and mainland Territories of Australia.

Bush Heritage's culture requires a strong commitment to safety and the development of our people.

**Our values are:**

**Conservation** – Conservation impact is essential. Our decisions are informed by best available science and evidence;

**Culture** – We respectfully engage with Traditional Owners of the land, and recognise Aboriginal culture, connection to Country and traditional knowledge. Working together and applying two-way science leads to greater understanding and better conservation outcomes;

**Collaboration** – Collaboration, pragmatism and innovation are essentials. We listen to and respect each other, finding creative solutions together.

**Community** – The broad Bush Heritage community underpins our success. By engaging with and within communities around Australia we achieve so much more than we could working alone; and

**Safety** – Our people's wellbeing and safety is critical.

The organisation has six teams – West Region, North Region, South East Region, Conservation, Marketing and Fundraising, and Corporate Services.

## Position Summary

The Ecologist will be responsible for implementing Bush Heritage's ecology program on Cravens Peak and Ethabuka Reserves (Qld). The position will be responsible for leading the terrestrial and freshwater ecological monitoring program on both Reserves, within the monitoring framework and principles across BHA managed by the Senior Ecologist North region. The position will work closely with the Reserve Managers, to oversee surveys and monitoring and on-ground (i.e. weed control and management) works to improve the conservation values of these reserves. A key function will be coordinating with DERG (Desert Ecology Research Group) from Sydney University, whom have long term (>30 years) monitoring projects on these properties. We also have research partnerships with UQ and QUT. The position requires a strong understanding of desert ecology, threatened species legislation and obligations, boom and bust cycles and ecological monitoring, evaluation and reporting.

This role will work with Reserve managers to further develop the Management Plans and prepare annual budgets and works plans including fire and pest management plans. The Ecologist will represent and promote Bush Heritage in the region and will also provide advice to Bush Heritage's planning, marketing and operations programs to ensure that the goals of the organisation are efficiently achieved.

The Ecologist must be a practical, pro-active and creative thinker, with experience living and working in remote/ rural locations and working in a positive and collaborative manner with diverse groups of people. The position will require regular travel between Ethabuka and Cravens Peak Reserves to implement the research and management program, as well as other locations as required.

## Accountability

The Ecologist reports directly to the Healthy Landscape Manager (HLM) – Arid Riverine based in Longreach and collaborates closely with Reserve Managers at Cravens Peak and Ethabuka, the Senior Ecologist (North). Organisational coordination occurs through Conservation Support Centre teams, the Executive Manager North and the North Australia Team. Accountabilities and performance indicators will be developed into an annual works plan and Performance and Career Development Plan and set against the Reserve Management Plan and reviewed annually.

## Key Responsibilities and Duties

### Key Responsibilities include:

1. Participating with others in our Conservation Management Process to ensure the Management and Work Plans (weed, fire and feral plans) are developed, implemented and reviewed accordingly;
2. Responsibility for terrestrial and wetland ecological research, monitoring, analysis, evaluation and reporting on Bush Heritage's Cravens Peak and Ethabuka Reserves, within the framework of the BHA Knowledge Strategy in the North Region and the monitoring framework and principles of BHA;
3. Facilitating research partnerships, and participating in, and supporting research partners and students to ensure research on reserves is coordinated, of a high scientific standard, and is focused on effective and adaptive management, conservation outcomes for threatened species, and other key research priorities;
4. In collaboration with other staff, supporting and conducting on ground NRM and conservation activities including fire management, feral animal control, effective stray stock management, woody weed and exotic pasture grass control, fence line maintenance and soil conservation to ensure conservation outcomes for the reserve operation;
5. Supporting BHA staff to ensure Reserve infrastructure, assets and equipment are maintained and in good working order;
6. Developing and managing relationships with contractors, consultants, NRM and University partners and volunteers for the delivery of ecological and other on-ground activities;
7. Further development of relationships with the Traditional Owners;
8. Ensuring Bush Heritage's safety culture and Health, Safety & Environment Management System including compliance with legislative requirements across work activities, undertaking safety inductions staff and visitors, safety reporting, and adherence to workplace OH&S policy and procedures;
9. Reporting on progress, initiatives and outcomes through a range of forums, including scientific meetings, workshops, conferences and peer-reviewed literature, and publications such as the Bush Heritage Newsletter and blogs, annual reports and business plans;
10. Participation and engaging in media, marketing and fundraising events, providing presentations to science and conservation team, funding agencies and donors;
11. Other duties, as required from time to time, consistent with the position grading;

## Key Outcomes for the Role

1. Development and implementation of the Cravens Peak and Ethabuka Reserve work and management plans specifically – annual work plans and budgets, ecological monitoring and reporting, research partnerships, NRM activities such as weed and feral control, fire control measures;
2. High quality research, monitoring and evaluation that promotes evidence-based adaptive management and conservation, which reflects the priorities in the Reserve Management Plans;
3. Productive and collegiate research and stakeholder relationships leading to good science, new knowledge and further insights that will improve conservation outcomes on reserve and in the wider landscapes of the Mitchell Grass Downs and Mulligan Priority Landscapes;

4. Healthy, positive and productive teamwork within BHA, and with external stakeholder relationships, especially with Traditional Owners, Universities, the local community; Queensland Department of Parks and Wildlife, and volunteers;
5. Safe reserve operations.

## **Qualifications, Skills and Selection Criteria**

### **Essential:**

1. A relevant qualification in ecology or environmental science, with specialization in arid ecosystems;
2. 2 years' experience in research or applied ecological or natural resource management principles and practices relevant to conservation land management;
3. Demonstrated experience in the design, implementation and analysis and reporting of ecological research, monitoring and survey programs;
4. Demonstrated experience in working effectively and productively in a team environment, and leading research, and natural resource management projects that result in conservation or management outcomes;
5. Demonstrated experience in the development, implementation and tracking of works plans & budgets, preparing reports, presentations, public speaking and reporting against key performance indicators (KPI);
6. Excellent written and verbal communication skills and the ability to communicate and work effectively with research partners and stakeholders, including demonstrated success in establishing and maintaining collaborative and productive relationships with a diverse range of people in complex, rural or remote environments;
7. Computer literate with Microsoft Office, email, GIS software, statistical software, and other basic software packages;
8. Willing to support land management works including weed and feral animal control, fire management, fence repairs, etc.;
9. Ability to work independently, exercise delegated authority, use initiative and solve problems;
10. A current manual motor vehicle driver's license and demonstrated 4WD experience.

### **Desirable:**

1. Knowledge of Health, Safety and Environment and risk assessment procedures and requirements;
2. Demonstrated understanding and experience in working with Aboriginal people, Traditional Owners, NRM groups, the pastoral sector and other landholders, and the development and maintenance of relationships with these stakeholders;
3. Experience living and working in remote arid or semi-arid landscapes;
4. Firearms license in Qld;

5. Relevant training in Qld for land management activities, including first aid, tractor, loader operations, chemical use and weed control, chainsaws and small motors, ATV, humane animal destruction, fire management;
6. Commitment and passion for nature conservation and the objectives and values of Bush Heritage.

### Direction and Guidance

Reporting to the Healthy Landscape Manager – Arid Riverine, the Ecologist is primarily responsible for fulfilling the various responsibilities associated with this position. Ecological support will come from Senior Ecologist (north) and the Science and Conservation Team. As a self-starter, it is expected that the incumbent will contribute towards improving the effectiveness of systems being managed including the development of new systems where required.

### CEO and the Board

Heather Campbell is Bush Heritage's Chief Executive. The Board Chair is Chris Grubb, and Directors include leading Australians from business and commerce, government, non-government and private sectors, conservation and science. Bush Heritage demonstrates a strong commitment to Indigenous people and has Indigenous representation on the Board.

### Policies and Workplace Practices

Bush Heritage people and managers are responsible for and commit to:

- Using and ensuring adherence to Bush Heritage's values, policies and work-place practices;
- Ensuring Health, Safety and Environment compliance, acting and encouraging others to act in a healthy and safe manner; and
- Maintaining a team-oriented family-friendly work environment, managing and developing staff, and valuing diversity.

### Position Relationships

<b>Position title of supervisor</b>	Healthy Landscape Manager – Arid Riverine
<b>Position titles which also report to supervisor</b>	Reserve Manager Ethabuka, Reserve Manager Cravens Peak, Reserve Manager Pullen Pullen and Edgbaston, Fresh Water Ecologist, Field Officer Arid Riverine
<b>Titles of positions that report to this position</b>	Volunteers and Contractors, Researchers
<b>Key internal relationships</b>	HSE & Risk Coordinator, Senior Ecologist North, Program Officer North, Planning, Marketing, Fundraising, Visitation, Volunteer, Other Reserve Managers, Executive Manager North
<b>Key external relationships</b>	Traditional Owners, Sydney University, UQ, Department of Parks and Wildlife, NRM Groups, Bush Heritage Supporters, Neighbouring Stations, Contractors, and Government Representatives