



## Position Description – Ecological Consultant (Botanist)

### **Organisational Context**

Practical Ecology Pty Ltd has been in operation since 1993 and is one of Victoria's leading ecological consultancies. We have a team of experienced consultants that focus on ecology and bushfire risk management, and undertake a diverse range of projects for private and public landowners/managers across Victoria.

Our ecological consulting services focus on undertaking flora and fauna surveys, within a view to determining legislative implications associated with likely impacts and/or the provision of land management advice to retain and protect the values present at a given site. We also provide a skilled team of bushland restoration practitioners that undertake weed control, planned burning, revegetation and general vegetation management.

### **Management Structure**

The Ecological Consultant reports directly to the Consultant Co-ordinator, and in their absence, to the Managing Director. The position requires liaises with other Ecological Consultants, GIS Officers and Technical Assistants along with Administration, Contracting Staff and Sub-contractors.

### **Responsibilities of Position**

The Ecological Consultant will need to apply their experience, knowledge and skills to assist with and manage a variety of ecological consulting projects. The purpose of this role is to support our ecological consulting team with undertaking ecological surveys and reporting, as well as providing ecological advice to clients and preparing quotes/tenders.

The role requires the demonstrated ability to:

- prepare quotes and tenders for ecology related projects
- undertake research and provide concise and accurate technical reporting to respond to project needs at quoting stage and/or during project completion
- plan, co-ordinate and undertake field-based ecological surveys
- provide technical advice and assistance to other consultants with Practical Ecology, and directly to clients as required
- negotiate with clients and authorities to address legislative and policy requirements
- prepare management plans, particularly in relation to land management, offsets and vegetation/habitat management
- manage projects, including liaison with internal staff members, management of client relationships, and delivery of high quality reports and associated mapping products
- ensure completion of projects in a safe and timely manner, while in line with project budgets
- attend client meetings and deliver presentations as required
- build and develop client relationships
- work within a team environment, including attendance at consultants meetings and contribution to the work environment through a willingness to share knowledge and learn from others

- abide by company policies and procedure
- for ecological consultants with a background in botany:
  - undertake botanical surveys, including Vegetation Quality Assessments,
  - prepare management plans and other reports/documents as they relate to vegetation management/removal and associated policy/legislation in Victoria/Australia.

## Conditions of Employment

The position will be of an ongoing nature, with terms subject to further discussion.

### Hours:

Usual hours of work will be between 8.30 am and 5.00pm, Monday to Friday. The proposed hours are equivalent to full-time (38 hours) although exact work times can be negotiated.

Given the nature of ecological consulting, note that you should be prepared to work flexible hours outside of this scope, particularly when conducting field surveys, and be willing to travel to field locations throughout Victoria, occasionally for days at a time.

The structure of the position and the ethos of the organisation are designed to provide flexibility for the employee.

### Review:

This position is subject to a three-month probationary period at the end of which a formal review process will occur. On-going performance reviews are then undertaken on an annual basis.

### Location:

The primary work location is the Preston office. Site visits mostly occur on the fringes of metropolitan Melbourne but also throughout regional Victoria as required.

### Travel:

Company vehicles are available on a booking basis for site visits. Adequate parking for private vehicles and bicycles is available at the Preston office.

### Remuneration:

To be negotiated dependent on skill and experience.

Package includes hourly rate, inclusion in a Bonus Scheme which provides Bonus Leave, an annual training budget allocation and potential end-of-year bonus. The Bonus Scheme is available after six months' full-time employment and annual bonus dependent on individual and company performance.

## Selection Criteria

The following Selection Criteria apply to this position:

- Appropriate tertiary qualifications in botany and/or ecology or related discipline.
- A minimum of two years ecological, preferably botanical experience, ideally in consultancy or the public sector

- Broad botanical and vegetation community identification skills for the greater Melbourne region and ideally regional Victoria (fauna / fauna habitat identification skills will also be highly regarded)
- Accreditation as a native vegetation assessor (via a VQA competency check)
- A sound working knowledge, and ability to apply, relevant legislation and policy including Victoria's *Guidelines for the removal, destruction or lopping of native vegetation* and other relevant environmental legislation, including the FFG Act and the EPBC Act.
- Knowledge of practical native vegetation management, restoration and weed control, will be considered favourably.
- Demonstrated ability to prepare ecological reports and other related documents, including flora and fauna assessments, impact assessments and management plans.
- Demonstrated experience in project management, including liaison with clients, working on and managing multiple projects, meeting deadlines and working within a budget.
- A high level of professionalism, exemplified by excellent time management and communication skills, including sound negotiation and interpersonal skills to build and maintain client relationships.
- An ability to work independently but also within a team environment, showing teamwork and leadership ability.
- Competency with computer programs and software such as MS Word, Excel, Outlook, and/or similar software packages.
- Knowledge and experience with ArcGIS and ArcCollector programs will be highly regarded
- Current manual driver's licence is a must; 4X4 experience highly regarded.
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