

Position Description

Designation:	Senior Field Ecologist NSW [<i>SFE – NSW</i>]
Reporting to:	Senior Wildlife Ecologist, Mallee Cliffs
Supervising:	As delegated, AWC Field Ecologists, Interns, volunteers, contractors implementing the science program at the Mallee Cliffs project site
Based at:	Mildura

Organisational context:

Australian Wildlife Conservancy (AWC) protects wildlife and their habitats on a national network of wildlife partnership sites. AWC's mission – to deliver effective conservation for all native animal species and their habitats – is achieved by:

- 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
- Operations – delivering effective conservation and land management including fire, feral animal and weed control, and infrastructure management
- Fundraising – mobilising finance (primarily, donations from the general public and philanthropists) through effective communication of AWC conservation programs.

In NSW, AWC has entered into a partnership with the NSW Government (NPWS) to manage Mallee Cliffs National Park in south-west NSW and part of the Pilliga forest in north-central NSW. At each site, AWC has been contracted to:

- Reintroduce regionally-extinct mammals, initially into a fenced feral predator-free area; and
- Deliver applied ecological, conservation and land management programs across the project site.

In NSW, AWC also runs a reintroduction program at Scotia Wildlife Sanctuary, near Wentworth; and a conservation science program at North Head, under contract to Sydney Harbour Federation Trust (SHFT).

The Senior Field Ecologist will play a leading role in the delivery of AWC's science program at Mallee Cliffs project site. Reporting to the Senior Wildlife Ecologist, Mallee Cliffs, key duties of the Senior Field Ecologist include:

- Take a lead role in the on-ground delivery of AWC's science program at Mallee Cliffs. Major tasks in the science program include undertaking ecological monitoring, species reintroductions, and targeted research activities.
- Contribute to the reporting and data management of AWC's science program at Mallee Cliffs.
- Provide day to day leadership in the field to a team of AWC ecologists.
- Work in an integrated way with AWC operations staff to implement conservation and land management strategies.
- Work effectively with key stakeholders, including staff from the NSW Government, various threatened species recovery teams and the local community.
- Contribute to the communication of AWC's science program to the scientific community and to the public as required.

- Assist with AWC's communication and fundraising activities.

Key relationships:

- The Senior Field Ecologist reports to the Senior Wildlife Ecologist, Mallee Cliffs, then to Regional Ecologist - NSW, and ultimately to AWC's Chief Science Officer.
- The Senior Field Ecologist will provide leadership in the field for a small team of ecologists at Mallee Cliffs. The position is part of AWC's Science Team in NSW.
- 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 ecological health.
- In AWC, all staff work closely with AWC's Development and Communications team, noting that AWC relies on philanthropic support and that AWC is making a significant philanthropic co-investment as part of the partnership with NSW.

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 many tasks in an efficient manner.
2. **Leadership:** you need good leadership and team-building skills, including the ability to coordinate a small team of ecologists working in a remote area.
3. **Collaboration:** you need good relationship-building skills, including the ability to develop and maintain relationships with a diverse range of stakeholders, including the broader scientific community, conservation and land management organisations, and Indigenous groups.
4. **Good knowledge of the conservation of Australian wildlife and ecosystems** including the nature and functioning of the Australian biota; and major threats to native wildlife and their habitats and how these threats can be mitigated.
5. **Strong wildlife survey skills** including animal trapping, identification and handling, radio-tracking and camera-trapping; and the capacity to conduct other biological surveys (eg, vegetation surveys).
6. **Capacity to undertake ecological research** including knowledge of the ecological literature; knowledge of experimental design and sampling methods; and skills in statistical analysis of ecological data and the use of computer software packages relevant to the position.
7. **Good communication skills** including a capacity to draft scientific reports and publications, contribute to funding applications and reports, and communicate science and conservation messages to a general audience.
8. **Competence in financial management, paperwork and compliance** including the ability to deliver projects in a cost-effective manner.
9. **Resourcefulness:** the ability to improvise and 'problem-solve', developing practical solutions with

limited resources.

10. **A commitment to conservation** and applying ecological knowledge to improving ecological outcomes

11. **Willingness to travel** as required to conduct the requirements of the position.

Qualifications:

1. A higher degree (Honours or equivalent) and a minimum of 5 years work experience in applied conservation biology or equivalent is essential.

Licenses & Certificates:

1. Valid manual Australian driver's licence

Inherent requirements of the role:

The execution of tasks associated with the position will involve fieldwork in remote locations and can sometimes be away from an established field base, often in isolated locations working alone. The working environment will be predominantly outdoors and often in the extremes of weather – hot and wet and/or dry. The position can be physically demanding and may require walking and climbing over rough terrain, heavy muscular activity including lifting, carrying, pushing and pulling loads, bending, climbing and driving a variety of vehicles. In addition, the applicant will conduct periods of office work, planning and supervising projects. The successful applicant must be physically capable of performing these activities in the locations required in order to carry out the inherent role responsibilities.

Responsibilities:

1. Science practice
<ul style="list-style-type: none"> ● Actively protect the integrity of AWC’s science program, by adopting, promoting and helping maintain high standards of scientific practice.
2. Leadership
<ul style="list-style-type: none"> ● Promote AWC’s mission and value amongst AWC staff, partners and stakeholders ● Provide leadership in the field to a team of ecologists implementing AWC’s science program at Mallee Cliffs. ● Mentor junior science staff and encourage their professional development. ● Assist with the recruitment and supervision of AWC staff, volunteers and contractors.
3. Ecological health
<ul style="list-style-type: none"> ● Under the direction of the Senior Wildlife Ecologist at Mallee Cliffs, implement a program of ecological surveys to give effect to the ecological health monitoring plan: <ul style="list-style-type: none"> ○ conduct fauna surveys using a range of techniques and methods: e.g., standard observational surveys; live-trapping; camera trapping; telemetry ○ manage the collection of biological samples, herbaria and vegetation data ○ ensure survey work is conducted and data are recorded, managed and stored securely in accordance with AWC policies and relevant permits. ● Help draft annual ecological health reports and other reports (e.g., survey reports) as required. ● Ensure all permits and approvals are in place and help manage regulatory reporting
4. Research
<ul style="list-style-type: none"> ● Under the direction of the lead ecologist at Mallee Cliffs, implement approved research projects in accordance with AWC policies and relevant permits. ● Assist external research partners undertaking collaborative research, in accordance with Research Strategies and AWC policies. ● Contribute to the administration of research projects including the storage and management of data, drafting of project reports and publications.
5. Reintroductions
<ul style="list-style-type: none"> ● Under the direction of the lead ecologist at Mallee Cliffs, implement Translocation Proposals, including <ul style="list-style-type: none"> ○ Sourcing animals for reintroduction ○ Conducting the translocation and release of animals ○ Undertaking post-release monitoring and research ○ Contributing to planning for the release of locally extinct mammals outside feral-free areas. ● Contribute to obtaining approvals and managing regulatory reporting ● Work effectively with NSW government agencies, Recovery Teams and other stakeholders involved in reintroductions.
6. Conservation and land management
<ul style="list-style-type: none"> ● Contribute to the development of strategies for fire management, feral animal control, weed control and other land management activities for Mallee Cliffs, in collaboration with AWC’s operations team. ● Contribute to the review of annual work plans developed to implement these strategies. ● Through ecological health measurement, report on the outcomes of management activities.
7. Risk management
<ul style="list-style-type: none"> ● In accordance with the requirements of the Chief Operations Officer and Chief Science Officer, undertake risk assessments and prepare risk management plans for operations 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.

- 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:
 - 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 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.

8. Project and financial management and reporting

- Contribute to the preparation of workplans and budgets for AWC's science program at Mallee Cliffs
- Implement science activities set out in approved workplans (including all deliverables specified by contract/funding agreements in relation to NSW project sites).
- Ensure activities are delivered in a cost-effective manner and in accordance with AWC policies and procedures.
- Ensure that all expenditure is in accordance with the approved budget; or for expenditure not identified in the budget, a relevant approval in accordance with AWC financial procedures.
- Contribute to quarterly and annual reports detailing progress in implementing the workplans.
- Ensure that necessary financial reports are prepared in accordance with AWC policies and procedures.
- Ensure all required financial records and paperwork are retained and, as necessary, submitted to the AWC finance department.

9. Communication and development

- 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.

10. Volunteer/ Intern programs

- Contribute to the management of volunteers in the science program at Mallee Cliffs, ensuring integration with AWC's national volunteer program.
- In particular, ensure AWC staff:
 - Select appropriate people as volunteers;
 - Provide volunteers with information and agreements before travelling to AWC Sanctuaries/ Project Sites (e.g. related to conditions and tasks they will be asked to perform, etc); and
 - Induct and manage volunteers adequately.
- Contribute to the Intern program, including the selection and engagement of interns, evaluation and reporting of interns.

11. Other tasks

- Oversee the management of assets used by the science team at Mallee Cliffs.
- Conduct other tasks, as required, to ensure the effective conservation of the sites.
- Comply with all AWC policies and procedures.