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POSITION DESCRIPTION

Chief Scientist of Bush Heritage Australia and Director of Fowlers Gap Research Station, Senior research fellow

Position Level	C/D
Faculty/Division	Science
Position Number	ADMIN ONLY
Original document creation	20/10/2021

Position Summary

A Senior Research Fellow, Senior Lecturer (Level C) is expected to make independent or original contributions to leadership in science at Bush Heritage Australia and at UNSW as the Director of Fowlers Gap Research Station. The position is expected to play a major role in conservation science and ecosystem management and restoration.

A Senior Research Fellow, Associate Professor (Level D) is expected to make major original contributions to leadership in science at Bush Heritage Australia and at UNSW as the Director of Fowlers Gap Research Station. This position is expected to play a significant role within conservation science and ecosystem management and restoration. The successful academic is expected to be appointed in recognition of marked distinction in their area of their research or scholarship.

Bush Heritage Australia is a national non-profit organisation that buys land of outstanding conservation values and manages it to protect our irreplaceable landscapes and our magnificent native species, by reconnecting fragmented landscapes, and building partnerships with other landowners, particularly

Traditional Owners. Bush Heritage works across 19 priority landscapes and owns 39 reserves (8.86 million ha).

The Senior Research Fellow reports to Head of the School of Biological, Earth and Environmental Sciences (BEES), UNSW Science, and Bush Heritage Australia's Executive Manager, Science and Conservation and sits within the Centre for Ecosystem Science, UNSW Science.

The Senior Research Fellow and has 2 operational direct reports at Fowlers Gap Arid Zone Research Station, and casual or contractor resources when required.

Accountabilities

Level C

Specific accountabilities for this role include:

- Oversee the scientific and conservation activities at Bush Heritage and Fowlers Gap Research Station to provide opportunities for trialling new methods in landscape restoration, conservation innovation and tracking ecosystem change.
- Establish research networks with Bush Heritage Ecologists in sustaining and implementing the Bush Heritage Knowledge Strategy, including fostering opportunities for collaboration, guiding project development, implementation, analysis, and publication of relevant research.
- Oversee the Strategic Adaptive Management Plan for Fowlers Gap, including supporting academic and operational staff in research and station management.
- Support research (including logistical support) and teaching (including lecturing) at Fowlers Gap Research Station.
- Develop research programs and supervise research students with research partners across Bush Heritage Australia lands and at Fowlers Gap to generate and share knowledge on best practice conservation strategies and tracking ecosystem change.
- Communicate and contribute to the development of policy for effective conservation management, including working with media and communications teams to increase community awareness of Bush Heritage's and UNSW activities and impact.
- Work closely with the Bush Heritage Executive Manager, Science & Conservation, Aboriginal Engagement Team and Director of the Centre for Ecosystem Science (UNSW) to embed research in providing evidence of impact on Bush Heritage conservation areas.
- Obtain research income from nationally competitive research grants (and/or research fellowships) and research end-users as a member or leader in conservation management.
- Mentor and guide students, groups, and colleagues; supervise HDRs to timely completion as primary supervisor; and contribute to HDR review panels.
- Oversee the operational, financial, lease, and animal care aspects of the Station.
- Manage the Station's operational budget, reporting to the UNSW Steering Committee, and seeking advice from UNSW Finance and BEES Head of School and School Manager.
- Support the Station direct reporting team to optimise productivity and develop their individual career potential.

- Align with and actively demonstrate the [UNSW Values in Action: Our Behaviours](#) and the [UNSW Code of Conduct](#), and Bush Heritage Australia's values, policies, and practices.
- Ensure that Work, Health and Safety and Environment policies are understood and adhered to across all science and operational activities.
- Ensure hazards and risks are identified and controlled for tasks, projects and activities that pose a health and safety risk within your area of responsibility.

In addition to the above, Level D Senior Research Fellow is expected to fulfill the following duties:

- Lead Bush Heritage Ecologists in sustaining and implementing the Bush Heritage Knowledge Strategy, including fostering opportunities for collaboration, guiding project development, implementation, analysis, and publication of relevant research.
- Lead the implementation of the Strategic Adaptive Management Plan for Fowlers Gap, including supporting academic and operational staff in research and Station management.
- Participate in major research collaborations and support teaching at Fowlers Gap Research Station.
- Develop, plan, and deliver Research, Strategic and Operational Plans for Fowlers Gap Research Station in consultation with staff, and the Steering Committee.
- Lead original research programs and supervise research students with research partners across Australia and at Fowlers Gap to generate and share knowledge on best practice conservation strategies and tracking ecosystem change.
- Generate, communicate, and apply relevant science to influence and inform the development of policy for effective conservation management, including working with media and communications teams to increase community awareness of Bush Heritage's and UNSW activities and impact
- Play a significant role in the leadership of research projects, including leading significant research proposals submitted to competitive and/or other funding bodies, consistent with that of a national leader in conservation management.
- Manage the operational, financial, lease, and animal care aspects of the Station.
- Engage with academic, professional, and international organisations relevant to the objectives of the two organisations.

Skills and Experience

Level C

- A PhD in a related discipline, and/or relevant work experience.
- Proven commitment to proactively keeping up to date with discipline knowledge and developments.
- Demonstrated track record in research with outcomes of high quality and high impact with clear evidence of the desire and ability to continually achieve research excellence as well as the capacity for research leadership.
- Commitment and passion for nature conservation and the objectives and values of Bush Heritage.
- Demonstrated understanding of and experience in working with Indigenous peoples in nature conservation and land management
- Demonstrated ability to work in a team, collaborate across disciplines and build effective relationships.

- Experience in successfully recruiting and supervising high calibre students.
- Evidence of highly developed interpersonal and organisational skills in working effectively with a diverse range of people (staff, volunteers and supporters, neighbours and regional bodies, representatives of other organisations and at various levels of private, corporate and government sectors) and bringing the best out of them.
- Understanding of budgets regarding goals for conservation projects and land management.
- Demonstrated experience in business management, facilities management and/or entrepreneurial activities.
- An understanding of and commitment to UNSW's and Bush Heritage's aims, objectives, and values in action, together with relevant policies and guidelines.
- Willingness to undertake any compliance and supervisor training as required.
- Knowledge of animal/research ethics, OHWH&S and risk assessment procedures and requirements.
- Ability and capacity to implement required UNSW health and safety policies and procedures.
- Hold a valid Australian Drivers licence.

In addition to the above, additional criteria for Level D Senior Research Fellow is as follows:

- Significant track record in ecological research leadership with outcomes of high quality and high international impact with clear evidence of the desire and ability to continually achieve research excellence and deliver research leadership.
- Demonstrated experience in building and maintaining complex research programs.
- Highly advanced emotional competence with excellent interpersonal skills and demonstrated success in working effectively with a diverse range of people (staff, volunteers and supporters, neighbours and regional bodies, representatives of other organisations and at various levels of private, corporate and government sectors) and bringing the best out of them.
- Demonstrated ability to communicate to a superior level in both a written and oral form.
- High level of computer literacy and proficiency with personal computers including word processing, data management, analysis and visualisation software, spatial analysis, and remote sensing technology.
- Experience in managing and reporting on budgets regarding goals for conservation projects and land management.
- Prior experience in the not-for-profit sector.

Pre-employment checks required for this position

- Verification of qualifications

About this document

This Position Description outlines the objectives, desired outcomes, key responsibilities, accountabilities, required skills, experience and desired behaviours required to successfully perform the role.

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