

~ Play a lead role in implementing a nationally significant applied ecology project ~

Australian Wildlife Conservancy (AWC) is Australia's largest private owner or manager of land for conservation, protecting endangered wildlife across more than 6.6 million hectares. Our mission is the effective conservation of all Australian native species and the habitats in which they live.

In NSW, AWC has been contracted by the NSW Government to reintroduce up to 10 species of threatened mammals into two NSW protected areas – Mallee Cliffs National Park in south-west NSW, and part of the Pilliga forest in north-central NSW. The Pilliga project site extends over 36,000 ha of Pilliga National Park and the Pilliga State Conservation Area. AWC has constructed a conservation fence on the site to establish a 5,800 ha feral predator-free area, into which six threatened mammal species will be reintroduced. To date, two species have been successfully established on site – the Greater Bilby and Bridled Nailtail Wallaby, with the remaining four species planned for reintroduction from 2021. AWC is also responsible for delivering conservation management and an associated science program (monitoring, research) across the project site.

Reporting to the Pilliga Wildlife Ecologist, the Senior Field Ecologist will take a lead role in implementing AWC's on-ground science program at the Pilliga project site. The position requires extensive fieldwork, including large fauna and vegetation surveys, translocation of threatened mammals, and long-term ecological monitoring. Data management and reporting are also critical. Leadership skills are essential, with the Senior Field Ecologist required to provide day-to-day coordination of a small field team. A higher degree (Honours or equivalent) with at least 5 years work experience in ecology/conservation biology (or similar) is essential. The successful applicant will have an established background in conducting ecological fieldwork with a focus on fauna surveys, and a demonstrated capacity to work harmoniously and productively in a team environment. Well-developed communication and organisational skills are also critical. This position is based at Narrabri, NSW.

Key duties of the Senior Field Ecologist include:

- Taking a lead role in the on-ground delivery of AWC's science program in the Pilliga. Major tasks in the science program include ecological monitoring, the reintroduction of locally-extinct species, and ecological research.
- Provide day-to-day coordination and leadership in the field to a team of AWC ecologists.
- Contribute to data management and reporting of AWC's science program in the Pilliga, ensuring a high level of scientific integrity.
- Contribute to the communication of AWC's science program to the scientific community and to the public as required.
- Assist with AWC's fundraising activities as required.

This is an exciting opportunity to join the science program of Australia's largest non-government conservation organisation and to make an important contribution to a nationally-significant applied ecology program.

Closing date for applications: Friday 20th November 2020

For a full position description for this role, please see below or visit our careers page:

www.australianwildlife.org/work-with-awc/careers/

Enquiries only: Dr Greg Holland, Regional Ecologist NSW. Greg.Holland@australianwildlife.org

Application to: employment@australianwildlife.org

Please include resume and covering letter addressing the critical competencies and inherent role requirements.

Please note:

1. Applicants must be an Australian citizen/permanent resident or have a suitable visa in place that allows full-time work in Australia, in order to apply for this position. Sponsorship is not available.
2. If you apply for this role, AWC will include you in its ongoing updates and communications about its events, activities and fundraising initiatives. You may opt out of these communications at any time

To learn more about AWC, please visit our website: www.australianwildlife.org/

Position Profile

Designation:	Senior Field Ecologist NSW [<i>SFE – NSW</i>]
Reporting to:	Wildlife Ecologist NSW [<i>WE – NSW</i>]
Supervising:	As delegated, AWC Field Ecologists, interns and volunteers
Based at:	Narrabri

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 science programs at North Head, Sydney (under contract to Sydney Harbour Federation Trust), and Scotia Wildlife Sanctuary (near Wentworth).

The Senior Field Ecologist will play a lead role in the on-ground delivery of AWC's science program at the Pilliga project site. Reporting to the Pilliga Wildlife Ecologist, key duties of the Senior Field Ecologist include:

- Take a lead role in the on-ground delivery of AWC's science program in the Pilliga. Major tasks in the science program include ecological monitoring, the reintroduction of locally-extinct species, and ecological research.
- Contribute to data management and reporting of AWC's science program in the Pilliga, ensuring a high level of scientific integrity.
- Provide day-to-day coordination and 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, in relation to the Pilliga project.
- Contribute to the communication of AWC's science program to the scientific community and to the public as required.

- Assist with AWC's fundraising activities as required.

Key relationships:

- The Senior Field Ecologist reports to the Pilliga Wildlife Ecologist, then to the Regional Ecologist -NSW, and ultimately to AWC's Chief Science Officer.
- The Senior Field Ecologist works as part of a team of ecologists on AWC sanctuaries and partnership sites in NSW, including AWC staff, Interns and volunteers. The Senior Field Ecologist coordinates the day-to-day activities of a small team of Field Ecologists.
- 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 good 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. **Good interpersonal skills** are essential, including the ability to work harmoniously and productively as part of a small team.
4. **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.
5. **Good knowledge of the conservation of Australian wildlife and ecosystems** including the nature and functioning of the Australian biota; and major threats to wildlife and their habitats and how these threats can be mitigated
6. **Strong ecological survey skills** including animal trapping, identification and handling; camera trapping; and the capacity to conduct other biological surveys (eg, vegetation surveys).
7. **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.

8. **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.
9. **Competence in financial management, paperwork and compliance** including the ability to deliver projects in a cost-effective manner.
10. **Resourcefulness:** the ability to improvise and ‘problem-solve’, developing practical solutions with limited resources.
11. **Willingness to travel** as required to conduct the requirements of the position.

Qualifications:

1. A higher degree (Honours or equivalent) and at least 5 years work experience in ecology/conservation biology (or similar) 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 and mentally 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 values amongst AWC staff, partners and stakeholders • Provide day-to-day coordination and leadership in the field to a small team of ecologists implementing AWC’s science program in the Pilliga. • Assist with the recruitment and supervision of AWC staff, volunteers and interns.
3. Ecological health
<ul style="list-style-type: none"> • Under the direction of the Pilliga Wildlife Ecologist, 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

<p>accordance with AWC policies and relevant permits.</p> <ul style="list-style-type: none"> • Help draft annual ecological health reports and other reports (e.g., survey reports) as required. • Help ensure all permits and approvals are in place and help manage regulatory reporting
<p>4. Research</p>
<ul style="list-style-type: none"> • Under the direction of the Pilliga Wildlife Ecologist, 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.
<p>5. Reintroductions</p>
<ul style="list-style-type: none"> • Under the direction of the Pilliga Wildlife Ecologist, 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.
<p>6. Conservation and land management</p>
<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 the Pilliga, 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.
<p>7. Risk management</p>
<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: <ul style="list-style-type: none"> ○ 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.
<p>8. Project and financial management and reporting</p>
<ul style="list-style-type: none"> • Contribute to the preparation of workplans and budgets for AWC's science program at the Pilliga • 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.

<ul style="list-style-type: none"> • 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.
<p>9. Communication and development</p>
<ul style="list-style-type: none"> • 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.
<p>10. Volunteer/ Intern programs</p>
<ul style="list-style-type: none"> • Contribute to the management of volunteers in the science program at the Pilliga, ensuring integration with AWC's national volunteer program, including: <ul style="list-style-type: none"> ○ Selection of appropriate people as volunteers; ○ Providing 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); and ○ Induct and manage volunteers appropriately. • Contribute to the Intern program, including the selection and engagement of interns, evaluation and reporting of interns.
<p>11. Other tasks</p>
<ul style="list-style-type: none"> • Oversee the management of assets used by the science team at the Pilliga. • Conduct other tasks, as required, to ensure the effective conservation of the sites. • Comply with all AWC policies and procedures.