

## Wildlife Ecologist (South-east)

*3 year contract, full-time  
Yookamurra SA, or as agreed.*

*~ Advance your career in conservation biology & applied ecology ~*

Australian Wildlife Conservancy (AWC) is the largest private (non-profit) owner of land for conservation in Australia, protecting endangered wildlife at 30 sanctuaries in which we own or manage in partnership, covering a total of more than 6.5 million hectares in iconic regions such as the Kimberley, Cape York, the Top End and Kati Thanda-Lake Eyre. With a focus on practical land management, informed by world-class science, AWC is implementing a dynamic new model for conservation.

AWC's mission- to deliver effective conservation for all native animal species and their habitats- is achieved by:

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

AWC implements conservation and land management on five wildlife sanctuaries in south-east Australia: Newhaven in the Northern Territory, and Kalamurina, Buckaringa, Dakalanta and Yookamurra in South Australia. Additionally, AWC has partnered with local landholders and conservation groups in a project to protect threatened species on Kangaroo Island (SA). Further partnership projects are planned in the region.

AWC is seeking a highly motivated Wildlife Ecologist to join our team of ecologists responsible for implementing AWC's science program in South-east Australia. A particular focus of this position will be managing our program at Yookamurra, a 5000 ha wildlife sanctuary in the Murray Mallee, supporting a number of threatened mammal populations in an 1100 ha fenced feral predator-free area. A PhD in ecology or a related field is essential for appointment to the Wildlife Ecologist position (consideration will be given to appointment at the Senior Field Ecologist level for candidates without a PhD but substantial relevant experience in conservation). The successful applicant will have the capacity to design, implement, interpret and communicate ecological surveys and research projects, and should have demonstrated capacity to lead a small team of ecologists in the field.

Key duties of the Wildlife Ecologist include:

- Contribute to the development, implementation and reporting of AWC's science program in the South-east, particularly Yookamurra. Major tasks in the science program include ecological monitoring, the reintroduction of locally-extinct species, and ecological research.
- Work in an integrated way with AWC operations staff to design and implement conservation and land management strategies.
- Work effectively with key stakeholders, including government agencies, threatened species recovery teams and other conservation entities, the local community and Indigenous interests.

- Communicate AWC's science program to the scientific community and to the public through publications, reports, presentations, participation in workshops, etc.
- Assist with AWC's education, communication and fundraising activities.

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

**Enquiries** only:

Helen Crisp, Regional Ecologist SE | [Helen.Crisp@australianwildlife.org](mailto:Helen.Crisp@australianwildlife.org)

**Applications** via: [australianwildlife.org/work-with-awc/careers/](http://australianwildlife.org/work-with-awc/careers/)

To submit an application, visit our careers page (linked above), select the relevant job vacancy, click 'APPLY' and follow the prompts.

Your application must include CV and covering letter, briefly addressing the critical competencies listed in the detailed job description on our website or attached. Applications that do not meet these requirements will not be accepted.

***Closing date for applications: Friday 30<sup>th</sup> April 2021***

**Please note:**

1. Applicants must be an Australian citizen/permanent resident or have a suitable visa in place that allows ongoing 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.
3. Any application submitted to AWC will be handled in accordance with our Privacy Policy, available at [www.australianwildlife.org/privacy](http://www.australianwildlife.org/privacy). By providing us with your contact details, your consent to receive communications and direct educational material will remain current until you advise us otherwise.

*To learn more about AWC's sanctuaries, please visit our website [www.australianwildlife.org/sanctuaries/](http://www.australianwildlife.org/sanctuaries/)*

## Position Description

<b>Designation:</b>	Wildlife Ecologist South-east [WE – SE]
<b>Reporting to:</b>	Regional Ecologist SE [RE - SE]
<b>Supervising:</b>	As delegated by the RE-SE, AWC ecologists, volunteers and contractors
<b>Based at:</b>	Yookamurra SA, or as agreed

### 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.

AWC employees work under the model of OneAWC, defined as 'a cohesive, engaged, collaborative, high performing group guided by strong, effective leaders. A group of people who all understand AWC's mission, vision and their role in contributing to the achievement of mission and vision, all connected and working towards a common purpose, guided by a set of shared values'. The delivery of AWC's mission is highly reliant on all AWC working collaboratively with each other.

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AWC is seeking a highly motivated Wildlife Ecologist to join our team of ecologists responsible for implementing AWC's science program in South-east Australia. A particular focus of this position will be managing our program at Yookamurra, a 5000 ha wildlife sanctuary in the Murray Mallee, supporting a number of threatened mammal populations in an 1100 ha fenced feral predator-free area. A PhD in ecology or a related field is essential for appointment to the Wildlife Ecologist position (consideration will be given to appointment at the Senior Field Ecologist level for candidates without a PhD but substantial relevant experience in conservation). The successful applicant will have the capacity to design, implement, interpret and report on ecological surveys and research projects, and should have demonstrated capacity to lead a small team of ecologists in the field.

Key duties of the Wildlife Ecologist include:

- Contribute to the development, implementation and reporting of AWC's science program in the South-east, particularly Yookamurra. Primary tasks in the science program include ecological monitoring, ecological research and management of the reintroduction of locally-extinct mammal species.

- Work in an integrated way with AWC operations staff to design and implement conservation and land management strategies.
- Work effectively with key stakeholders, including government agencies, other conservation entities including threatened species recovery teams, the local community and Indigenous interests.
- Communicate AWC's science program to the scientific community and to the public through publications, reports, presentations, participation in workshops, etc.
- Assist with AWC's education, communication and fundraising activities.

#### Key relationships:

- The Wildlife Ecologist reports to the Regional Ecologist - SE, and ultimately to AWC's Chief Science Officer.
- The Wildlife Ecologist works as part of a multi-disciplinary team of ecologists and land managers on AWC sanctuaries and partnership sites in the SE. 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, the Science and Operations teams work closely with the Development and Communications team, noting that AWC relies on philanthropic support.

#### AWC values and culture

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.

OneAWC is defined as 'a cohesive, engaged, collaborative, high performing group guided by strong, effective leaders. A group of people who all understand AWC's mission, vision and their role in contributing to the achievement of mission and vision, all connected and working towards a common purpose, guided by a set of shared values'. The delivery of AWC's mission is highly reliant on all of AWC working collaboratively with each other.

#### 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 strong leadership and team-building skills, including the ability to manage and coordinate a team of staff, volunteers and contractors working in the field, including remote areas.
3. **Collaboration:** you need good relationship-building and collaborative 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. **Advanced 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. Ideally, you will have experience working with land managers to design strategies for fire, feral and weed management.

5. **Excellent ecological research skills** including high level knowledge of the ecological literature; advanced knowledge of experimental design and sampling methods; and advanced skills in statistical analysis of ecological data and the use of computer software packages relevant to the position.
6. **Excellent communication skills** including a well-developed capacity to write and review scientific reports and publications, compose funding applications and reports, and communicate science and conservation messages to a general audience.
7. **Competence in financial management, paperwork and compliance:** the ability to deliver projects in a cost-effective manner and to manage financial resources, and to ensure contracted obligations are met and reported on in accordance with the contract requirements.
8. **Resourcefulness:** the ability to improvise and 'problem-solve', developing practical solutions with limited resources.
9. **Willingness to travel** and capacity to be in the field for up to several weeks, or as required to conduct the requirements of the position.

#### **Qualifications:**

1. A PhD in ecology or a related discipline is essential for appointment to the Wildlife Ecologist level. Candidates without a PhD but with extensive relevant experience and capacity in the design, implementation and reporting of ecological survey work may be considered for appointment at the Senior Field Ecologist level.

#### **Licenses & Certificates:**

1. Valid manual Australian driver's licence

Note:

- You will need to have the capacity to drive a 4WD in difficult conditions to perform the role. Ideally, you would have this experience, otherwise you must be willing to do necessary training.
- You will need to have first aid training and/ or be willing to be trained in provision of first aid.

#### **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:

<b>1. Science practice</b>
<ul style="list-style-type: none"><li>• Actively protect the integrity of AWC's science program, by adopting, promoting and helping maintain high standards of scientific practice.</li></ul>
<b>2. Leadership</b>
<ul style="list-style-type: none"><li>• Promote AWC's mission and value amongst AWC staff, partners and stakeholders</li><li>• As delegated, lead a team of ecologists, interns and volunteers in the south-east. As relevant:<ul style="list-style-type: none"><li>○ oversee development of work schedules for AWC ecologists, volunteers and interns</li><li>○ ensure appropriate delegation of tasks to ecologists in the program</li><li>○ mentor junior science staff and encourage their professional development.</li></ul></li><li>• Assist with the recruitment and supervision of AWC staff, volunteers and contractors.</li><li>• Participate in regional and national workshops as required.</li></ul>
<b>3. Ecological health</b>
<ul style="list-style-type: none"><li>• Contribute to the development and review of ecological health monitoring plans for Yookamurra and elsewhere in the South-east</li><li>• Implement a program of ecological surveys at Yookamurra and elsewhere in south-east as required, to give effect to the ecological health monitoring plans:<ul style="list-style-type: none"><li>○ conduct fauna surveys utilising a range of techniques and methods: e.g., standard observational surveys; spotlighting, live-trapping; camera trapping; telemetry</li><li>○ manage the collection of biological samples, herbaria and vegetation data</li><li>○ ensure survey work is conducted and data are recorded, managed and stored securely in accordance with AWC policies and relevant permits.</li></ul></li><li>• Prepare annual ecological health reports and other reports (e.g., survey reports) as required.</li><li>• Ensure all scientific permits and ethics approvals are in place and help manage regulatory reporting</li></ul>
<b>4. Research</b>
<ul style="list-style-type: none"><li>• Contribute to the development and review of Research Strategies for the South-east</li><li>• Implement approved research projects in accordance with AWC policies and relevant permits.</li><li>• Compile, analyse and publish data</li><li>• Develop and manage partnerships with external research agencies undertaking collaborative research, in accordance with Research Strategies and AWC policies.</li><li>• Provide supervisory support to students and interns, as required.</li><li>• Contribute to the administration of research projects including the storage and management of data, preparation of project reports and publications.</li></ul>
<b>5. Reintroductions</b>
<ul style="list-style-type: none"><li>• Contribute to the management of reintroduced species programs in the South-east, with a particular focus on Yookamurra. As relevant:<ul style="list-style-type: none"><li>○ develop Translocation Proposals</li><li>○ implement Translocation Proposals, including<ul style="list-style-type: none"><li>▪ Sourcing animals for reintroduction</li><li>▪ Conducting the translocation and release of animals</li><li>▪ Undertaking post-release monitoring and research</li><li>▪ Developing strategies for the release of locally extinct mammals outside feral-free areas.</li></ul></li></ul></li><li>• Contribute to obtaining approvals and managing regulatory reporting</li><li>• Work effectively with government agencies, Recovery Teams and other stakeholders involved in reintroductions.</li></ul>
<b>6. Conservation and land management</b>

<ul style="list-style-type: none"> <li>• Assist in the design of strategies for fire management, feral animal control, weed control and other land management activities in the South-east, in collaboration with AWC's Operations team.</li> <li>• Contribute to the review of annual work plans developed to implement these strategies.</li> <li>• Report on the outcomes of management activities.</li> <li>• Assist in the implementation of conservation and land management projects, as relevant.</li> </ul>
<p><b>7. Risk management</b></p>
<ul style="list-style-type: none"> <li>• 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.</li> <li>• Implement and comply with the provisions of the approved risk management plan.</li> <li>• Ensure Safety Management plans and safe work systems, as approved by the Chief Operations Officer, are implemented and complied with</li> <li>• In particular: <ul style="list-style-type: none"> <li>• Ensure that you and all staff, contractors and/or volunteers have adequate training before using plant, equipment, tools and/or vehicles.</li> <li>• Ensure emergency procedures are developed and posted in appropriate locations.</li> <li>• Ensure staff members have up-to-date first aid certificates.</li> <li>• Ensure incident and near miss reports are filled out and submitted as per approved AWC policies and procedures, in a timely manner.</li> </ul> </li> </ul>
<p><b>8. Project and financial management and reporting</b></p>
<ul style="list-style-type: none"> <li>• Prepare workplans and budgets for AWC's science program in the south-east, with a particular focus on Yookamurra</li> <li>• Implement science activities set out in approved workplans (including all deliverables specified by contract/funding agreements), with particular focus on Yookamurra</li> <li>• Ensure activities are delivered in a cost-effective manner and in accordance with AWC policies and procedures.</li> <li>• 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.</li> <li>• Prepare quarterly and annual reports detailing progress in implementing the workplans.</li> <li>• Ensure that necessary financial reports are prepared in accordance with AWC policies and procedures.</li> <li>• Ensure all required financial records and paperwork are retained and, as necessary, submitted to the AWC finance department.</li> </ul>
<p><b>9. Communication and development</b></p>
<ul style="list-style-type: none"> <li>• Represent AWC at scientific and public events, in accordance with AWC policies, and requirements.</li> <li>• As required, assist in the planning, co-ordination and implementation of development (fundraising and education) programs or events</li> <li>• Coordinate with operations staff to submit regular weekly reports on Yookamurra's science activities.</li> <li>• As requested by AWC's communications team, compile and submit information and images for use in a range of materials such as Wildlife Matters, social media posts, e-news, AWC website etc.</li> <li>• Assist in drafting, submission and management of applications for funding, and prepare reports.</li> </ul>
<p><b>10. Volunteer/ Intern programs</b></p>
<ul style="list-style-type: none"> <li>• Oversee the management of volunteers in the science program in the South-east, with a particular focus on Yookamurra, ensuring integration with AWC's national volunteer program.</li> <li>• In particular, ensure AWC staff: <ul style="list-style-type: none"> <li>○ Select appropriate people as volunteers;</li> </ul> </li> </ul>

- 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**

- Contribute to the management of assets used by the science team in the South-east, with a particular focus on Yookamurra.
- Conduct other tasks, as required, to ensure the effective conservation of the sites.
- Comply with all AWC policies and procedures.