

## Regional Ecologist – North-west Australia

### *Help deliver effective conservation in the Kimberley*

Australian Wildlife Conservancy (AWC) is seeking a highly motivated conservation scientist for the position of Regional Ecologist – North-west Australia.

AWC protects wildlife and their habitats across 4.3 M ha in the Kimberley, on our network of wildlife sanctuaries and partnership sites. These are Mornington-Marion Downs and Charnley River - Artesian Range wildlife sanctuaries; Yampi Sound Training Area, under contract with the Commonwealth Department of Defence; and Tableland, Dambimangari and Wilinggin lands, in partnership with Traditional Owners. On each property, AWC implements conservation and land management programs, informed and supported by AWC's science team.

Working closely with AWC's national science team, the Regional Ecologist – North-west has primary responsibility for the development, implementation and communication of AWC's science program in the Kimberley, WA. Key duties of the position include:

- Promoting AWC's objectives and policies amongst AWC staff, partners and external stakeholders in the Kimberley
- Measuring the ecological health of AWC sanctuaries and partnership sites in north-west Australia
- Conducting research addressing major knowledge gaps in conservation, taking advantage of the opportunities presented by AWC's scale and our integration of science and land management
- Managing and mentoring a team of AWC ecologists, interns and volunteers
- Working with AWC land managers to design and implement strategies for the effective management of fire, feral animals, weeds and other threats, and
- Working with partners including the Department of Defence, Traditional Owners and Ranger Groups to develop, implement and communicate AWC's science program.

We are looking for an experienced conservation ecologist who is motivated to conserve Australia's wildlife in a vast, remote and biologically intact landscape. The successful candidate will have:

- a postgraduate degree in ecology or a related discipline
- a track record in conservation (including ecological survey, research and monitoring)
- excellent leadership, team-building and communication skills
- capacity to work with a wide range of stakeholders including other scientists, land managers, neighbours, indigenous communities, government agencies and volunteers
- capacity to get jobs done on time and budget, and
- experience working in the bush

The Regional Ecologist – North-west is a senior position within AWC's science program, reporting to the Chief Science Officer.

The position is based in the Kimberley with extended periods in the field to manage the program.

For a full job description visit: [www.australianwildlife.org/work-with-awc/careers/](http://www.australianwildlife.org/work-with-awc/careers/)

**Enquiries:** John Kanowski, AWC's Chief Science Officer [John.Kanowski@australianwildlife.org](mailto:John.Kanowski@australianwildlife.org)

**Applications to:** [employment@australianwildlife.org](mailto:employment@australianwildlife.org)

Application to include CV and covering letter, briefly addressing the critical competencies listed in the detailed job description.

**Closing date for applications: Friday, 31 May 2019**

**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.

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

## Role Description

|                      |                                                                    |
|----------------------|--------------------------------------------------------------------|
| <b>Designation:</b>  | <b>Regional Ecologist - North West [RE-NW]</b>                     |
| <b>Reporting to:</b> | <b>Chief Science Officer [CSO]</b>                                 |
| <b>Supervising:</b>  | <b>AWC north-west ecologists, interns, volunteers, contractors</b> |
| <b>Based at:</b>     | <b>Mornington Wildlife Sanctuary, WA or Broome, WA as agreed</b>   |

### Organisational context:

Australian Wildlife Conservancy (AWC) protects wildlife and their habitats on a national network of wildlife sanctuaries and partnership sites. In north-west Australia, AWC manages Mornington-Marion Downs and Charnley River - Artesian Range wildlife sanctuaries. In addition, AWC implements conservation management on Yampi Sound Training Area under contract with the Commonwealth Department of Defence, and on Tableland, Dambimangari and Wilinggin lands in partnership with Traditional Owners.

The primary roles of AWC's science team are to:

- measure the ecological health of AWC's wildlife sanctuaries and partnership sites
- conduct research on key issues relevant to the conservation of wildlife
- plan, implement and monitor reintroductions, and
- contribute to the development of conservation and land management strategies.

The Regional Ecologist is a senior position in AWC, reporting to the Chief Science Officer. Working closely with AWC's national science team, the Regional Ecologist – North-west has primary responsibility for the development, implementation and communication of AWC's science program in the Kimberley, WA.

High level responsibilities of the position include:

- Contributing to the development of AWC's policies and programs, particularly AWC's science program
- Promoting AWC's objectives, policies and programs amongst AWC staff, partners and external stakeholders in the Kimberley
- Measuring the ecological health of AWC sanctuaries and partnership sites in the Kimberley
- Conducting research addressing major knowledge gaps in conservation, taking advantage of the opportunities presented by AWC's scale and our integration of science and land management
- Developing, implementing and reporting on strategies for managing fire, feral animals, weeds and other threats on AWC's sanctuaries and partnership sites in the Kimberley, in collaboration with land managers
- Supervising and mentoring AWC's Kimberley science team, students, interns and volunteers
- Developing productive relationships with government agencies, NRM and conservation organisations, indigenous groups, the regional community, external researchers and other stakeholders
- Promoting AWC culture including the cost-effective delivery of evidence-based conservation
- Assisting with AWC's communication and fundraising activities.

The position requires a high level of expertise in managing a conservation science program, excellent people management, project management and communication skills. You must be motivated to work in the private nature conservation sector and willing to help develop and promote AWC's conservation model.

AWC's Kimberley properties are located in remote locations. To date, the Regional Ecologist has been based in AWC's Mornington wildlife sanctuary. AWC may establish a regional office in Broome in 2019 or 2020, in which case the position may be based in Broome. In any case, the Regional Ecologist will be expected to spend significant periods of time at AWC sanctuaries and partnership sites, managing programs and staff, as well as considerable time developing and maintaining contacts with key regional stakeholders.

#### **Key relationships:**

- The RE-NW reports to AWC's Chief Science Officer.
- The RE- NW will supervise a team of AWC ecologists in north-west Australia, as well as students, interns, volunteers and contractors.
- Within AWC, the Operations and Science teams work in an integrated manner to design and deliver effective land management and to measure and report ecological health. A fundamental requirement of the role is that the incumbent builds and maintains a professional working relationship with AWC's NW Regional Operations manager. The RE-NW will also be expected to develop good working relationships with AWC Sanctuary/ Operations Managers and other operations staff in the Kimberley.
- The RE-NW should develop good working relationships with AWC's other senior ecologists, including the National Science Manager and other Regional Ecologists.
- The RE-NW will be required to work closely with AWC's Development and Communications teams to help facilitate supporter events and conduct public education.

#### **Critical Competencies:**

1. **Getting things done:** you need high level planning and organisational skills, including a demonstrated ability to prioritise and execute many tasks in an efficient manner and work effectively with colleagues.
2. **Leadership:** you need strong leadership and team-building skills, including the ability to manage and coordinate remote teams of staff, volunteers and contractors.
3. **Collaboration:** you need excellent 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 relevant to the position; advanced knowledge of experimental design and sampling methods; and competence in telemetry and remote monitoring (use of camera traps and acoustic monitors).
6. **Advanced skills in statistical analysis** of ecological data and the use of computer software packages including analytical, graphing, word processing, spreadsheet/ database and GIS software.
7. **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.
8. **Financial management, paperwork and compliance:** demonstrated 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.

- 9. **Resourcefulness:** the ability to improvise and ‘problem-solve’, developing practical solutions with limited resources.
- 10. **Willingness to travel** as required to conduct the requirements of the position.

**Qualifications:**

A PhD in ecology or a related discipline and considerable experience in ecological research and/or management post-PhD is essential.

**Licenses & Certificates:**

*Valid* manual driver’s licence is essential.

**Inherent requirements of the role:**

The execution of tasks associated with the position may involve fieldwork in remote locations and can sometimes be away from an established field base, including in isolated locations and working alone. The working environment in the field 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. Senior management</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <ul style="list-style-type: none"> <li>• Contribute to the development of AWC’s policies and programs, particularly AWC’s science program</li> <li>• Promote AWC’s objectives, policies and programs amongst AWC staff, partners and external stakeholders in the Kimberley</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>3. Implement plans for measuring ecological health</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> <li>• Implement a program of ecological surveys which give effect to ecological health monitoring plans for AWC sanctuaries and partnership sites in north-west Australia, consistent with AWC’s national framework: <ul style="list-style-type: none"> <li>○ Oversee the conduct of fauna surveys utilising a range of techniques and methods: eg live-traps; observational surveys; radio/ GPS-tracking; camera traps; acoustic monitors; other technologies as developed.</li> <li>○ Ensure survey work is conducted in accordance with AWC policies and relevant permits.</li> <li>○ Ensure all approvals are in place and manage regulatory reporting</li> <li>○ Manage the collection of vegetation data, the preparation of vegetation maps and herbaria.</li> <li>○ Manage collections of biological samples.</li> <li>○ Ensure all relevant data are recorded, managed and stored securely.</li> </ul> </li> </ul> |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• Prepare annual ecological health reports and scorecards, and other reports (eg survey reports) as required.</li> <li>• Review and update ecological health monitoring plans as required</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <p><b>4. Design and implement a research strategy</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> <li>• Help develop and implement research strategies, consistent with AWC’s national framework, for AWC’s sanctuaries and partnership sites in north-west Australia, addressing key knowledge gaps related to the ecology and management of threatened species, the impact of threatening processes, and other matters relevant to AWC’s mission.</li> <li>• Oversee the design and implementation of AWC research projects AWC’s sanctuaries and partnership sites in north-west Australia, in accordance with AWC policies.</li> <li>• Develop and manage partnerships with external research agencies undertaking collaborative research in accordance with the Research Strategy.</li> <li>• Oversee the provision of supervisory support to students and interns, as required.</li> <li>• Oversee the administration of all research projects including the storage and management of data, project reports and publications.</li> <li>• Ensure all approvals are in place and manage regulatory reporting</li> </ul> |
| <p><b>5. Contribute to the design and implementation of conservation and land management strategies</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> <li>• Work in an integrated way with AWC’s Operations team to design strategies for fire management, feral animal control, weed control and other land management activities on AWC’s sanctuaries and partnership sites in north-west Australia.</li> <li>• Review annual work plans developed to implement these strategies.</li> <li>• Through ecological health measurement (above), 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>6. Leadership</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> <li>• Manage a team of ecologists in north-west Australia</li> <li>• Mentor junior staff and encourage their professional development.</li> <li>• Foster, and be an advocate for, the adoption of AWC culture (outcome focused, good science, strong team, cost-effective delivery of evidence-based conservation) in the team and across the organization.</li> <li>• Manage the allocation of staff resources at different locations, as necessary, to meet operational requirements.</li> <li>• Ensure all relevant AWC policies are complied with in relation to the engagement of staff or contractors, including safety, recruitment, purchasing and other relevant policies.</li> <li>• As required, co-ordinate, engage and supervise other staff and contractors.</li> </ul>                                                                                                                                                                                                                                      |
| <p><b>7. Oversee the science volunteer (including intern) programs</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> <li>• Oversee management of Interns and volunteers assisting in the science program at AWC’s north-west sanctuaries and partnership sites, ensuring integration with AWC’s national volunteer program.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• In particular, ensure AWC staff: <ul style="list-style-type: none"> <li>○ Select appropriate people as volunteers and Interns;</li> <li>○ Provide volunteers with information and agreements before travelling to sanctuaries (e.g. on conditions, the tasks they will be asked to perform, etc); and</li> <li>○ Induct and manage volunteers adequately</li> <li>○ Evaluate and report on the intern program</li> </ul> </li> </ul>                                                                                                                                                                                   |
| <p><b>8. Develop operational plans and budgets</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> <li>• Oversee the preparation of operational plans and budgets for science activities in the north-west</li> <li>• Ensure AWC obligations under partnership agreements and contractual arrangements are met</li> </ul>                                                                                                                                                                                                                                                                                                                                                           |
| <p><b>9. Oversee the implementation of approved operational plans and provide regular progress reports</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> <li>• Oversee the implementation of science activities set out in annual operational plans (including all deliverables specified by contract/ funding agreements).</li> <li>• Ensure activities are implemented in accordance with requirements of AWC policies and permits.</li> <li>• Prepare quarterly and annual reports detailing progress in implementing the plans, and provide additional progress reports, as requested.</li> <li>• Seek approval for material variations from the plans</li> </ul>                                                                     |
| <p><b>10. Government, community and stakeholder engagement</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> <li>• Develop and maintain productive working relationships with Commonwealth and State government agencies, regional conservation and NRM organisations and recovery teams</li> <li>• Develop and foster productive relationships with indigenous and community groups</li> </ul>                                                                                                                                                                                                                                                                                               |
| <p><b>11. Financial management and reporting</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> <li>• Deliver activities in a cost-effective manner and in accordance with AWC policies and procedures.</li> <li>• Ensure that all operational 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>• Ensure that necessary financial reports are prepared in accordance with AWC policies and procedures.</li> <li>• Ensure all required records and paperwork are retained and, as necessary, submitted to the AWC finance department.</li> </ul> |
| <p><b>12. Assist in the implementation of AWC’s communications strategy</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> <li>• Oversee the recording and submission within AWC of information relating to wildlife, ecosystems and AWC’s science program activities in north-west Australia.</li> <li>• As required, compile and submit information and images for use in AWC communications products</li> <li>• Promote compliance by north-west science staff with AWC’s weekly reporting process.</li> <li>• Represent AWC at various scientific and public events in accordance with AWC policies and requirements.</li> </ul>                                                                        |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>13. Assist in the implementation of development programs</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> <li>• Assist in the implementation of development (fundraising) programs.</li> <li>• Assist with planning, co-ordination and implementation of events.</li> <li>• Assist in drafting, submission and management of applications for funding, and prepare reports.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>14. Ensure appropriate management of risks in relation to the health and safety of staff, contractors, volunteers and visitors</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> <li>• In accordance with the requirements of the National Operations Manager and Chief Science Officer, undertake risk assessments and prepare risk management plans for operations at each sanctuary. The risk assessments and management plans must protect the health and safety of everyone on sanctuary 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 National Operations Manager, 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> </ul> </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> |
| <b>15. Undertake other tasks, as required</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> <li>• Oversee the management of all assets used by the north-west science team.</li> <li>• Oversee the acquisition, management and reporting of all necessary permit applications, annual returns and other required reports to government authorities, to facilitate the conduct of the science program.</li> <li>• Conduct other day-to-day management tasks, as required, to ensure the effective conservation of the sites.</li> <li>• Comply with all AWC policies and procedures.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |

