

~ A unique opportunity to help shape the future of private sector conservation in the Kimberley ~

Australian Wildlife Conservancy (AWC) is seeking a conservation ecologist who is motivated work with Traditional Owners, Ranger Groups and other partners to conserve Australia's wildlife in the vast, remote and biologically intact landscape of the Kimberley, north-west Australia.

AWC currently manages over 2.5 million ha of land in north-west Australia. AWC manages wildlife sanctuaries at Mornington-Marion Downs and Charnley River - Artesian Range; is under contract with the Commonwealth Department of Defence to deliver conservation and land management at Yampi Sound Training Area; and works in partnership with Traditional Owners to deliver conservation and land management on Tableland and Dambimangari lands.

Reporting to the Regional Ecologist – North-west, the Wildlife Ecologist North-west will work as a part of a team of ecologists responsible for implementing AWC's science program in the Kimberley, WA. Key duties of the position include:

- Conducting inventory and monitoring surveys on AWC sanctuaries and partnership sites in north-west Australia
- Undertaking 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 in the field a small team of AWC ecologists, interns and volunteers, while working with Traditional Owners and Ranger Groups, to implement AWC's science program on AWC sanctuaries and partnership sites, and
- Working with AWC land managers and partners to design, implement and report on strategies for the effective management of fire, feral animals, weeds and other threats.

The successful candidate will have:

- a postgraduate degree in ecology or a related discipline and relevant experience (we will consider appointment at the Senior Field Ecologist level for suitable candidates with an Honours degree and extensive experience)
- ideally, a track record in conservation ecology
- leadership, team-building and communication skills
- the capacity to work with a wide range of stakeholders including other scientists, land managers, Traditional Owners and Ranger Groups, neighbours, government agencies and volunteers
- an ability to get jobs done on time and budget, and
- experience working in the bush

The position will be based at AWC's Mornington Wildlife Sanctuary, initially, potentially relocating to other sites in the Kimberley as opportunities arise. The job requires extended periods in the field and a balance of office work.

AWC is a leading employer of conservation ecologists. Our mission is the effective conservation of Australia's wildlife and their habitats.

For a full job description visit: www.australianwildlife.org/work-with-awc/careers/

Enquiries: John Kanowski, AWC's Chief Science Officer John.Kanowski@australianwildlife.org

Applications to: 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: Wednesday, 5 June 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/

Role Description

Designation:	Wildlife Ecologist - North West [WE-NW]
Reporting to:	Regional Ecologist – North West [RE-NW]
Supervising:	Field ecologists, interns, volunteers, contractors
Based at:	Mornington Wildlife Sanctuary, WA or other locations in the Kimberley as agreed

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 and Dambimangari 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 (as relevant), and
- contribute to the development of conservation and land management strategies.

Reporting to the Regional Ecologist – North-west, the Wildlife Ecologist North-west will work as a part of a team of ecologists responsible for implementing AWC's science program in the Kimberley, WA. Key duties of the position include:

- Conducting inventory surveys
- Measuring the ecological health of AWC sanctuaries and partnership sites in north-west Australia
- Undertaking 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 a small team of AWC ecologists, interns and volunteers, and working with Traditional Owners and Ranger Groups, to implement AWC's science program, and
- Working with AWC land managers and partners to design, implement and report on strategies for the effective management of fire, feral animals, weeds and other threats
- Assisting with AWC's communication and fundraising activities.

The position requires expertise in implementing a conservation science program, good 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. The Wildlife Ecologist will be based in AWC's Mornington wildlife sanctuary, initially, potentially relocating to other sites in the Kimberley as opportunities arise. The job requires extended periods in the field and a balance of office work.

Key relationships:

- The position reports to AWC's Regional Ecologist-North-west, and ultimately to AWC's Chief Science Officer.
- The position works collaboratively with a team of AWC ecologists in the Kimberley, including a number of other Wildlife Ecologists, a Senior Field Ecologist and Field Ecologists.
- The position will supervise a small team of AWC ecologists, interns and volunteers, and potentially contractors, and work with Traditional Owners and Ranger Groups, to implement AWC's science program on AWC sanctuaries and partnership sites in the Kimberley.
- Within AWC, the Operations and Science teams work in an integrated manner to design and deliver conservation and land management and to measure and report on ecological health. The position will be expected to build and maintains good working relationships with AWC's operations staff in the Kimberley.
- The position will be required to assist AWC's Development team conduct supporter events, and to provide information and content to AWC's Communications team for public education.

Critical Competencies:

1. **Getting things done:** you need well-developed planning and organisational skills, including the ability to prioritise and execute a range of tasks in an efficient manner.
2. **Leadership:** you need good leadership and team-building skills, including the ability to manage and coordinate remote teams of staff, interns, volunteers and potentially contractors, as well as to work effectively with Indigenous partners.
3. **Collaboration:** you need sound relationship-building and collaborative skills, including the ability to develop and maintain relationships with a diverse range of stakeholders, including colleagues, the broader scientific community, conservation and land management organisations, and Indigenous groups.
4. **Ecological understanding:** you will have a well-developed knowledge of 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 some experience working with land managers to design and/ or implement strategies for fire, feral and weed management.
5. **Field survey:** you will have strong field survey skills, in animal trapping, identification and handling, the use of camera traps and acoustic monitors, and potentially other fauna and flora survey skills.
6. **Research:** you will have good knowledge of experimental design in ecology and the statistical analysis of ecological data, and experience in the use of computer software packages including analytical, graphing, word processing, spreadsheet/ database and potentially GIS software.
7. **Science communication:** you will have a well-developed capacity to draft 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:** you will have the ability to deliver projects in a cost-effective manner and to manage financial resources, and to ensure contracted obligations are met, commensurate with the requirements of the position.
9. **Resourcefulness:** you will have the ability to improvise and 'problem-solve', developing practical solutions with limited resources.

10. **Travel and time in the field:** you must be willing to travel away from base and spend extended time in the field to meet the requirements of the position.

Qualifications:

Appointment to the Wildlife Ecologist level requires a PhD in ecology or a related discipline and experience relevant to the role. AWC may consider appointment to the Senior Field Ecologist level for suitable applicants with an Honours degree and considerable relevant experience.

Licenses & Certificates:

Valid manual driver’s licence is essential.

Inherent requirements of the role:

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

Responsibilities:

1. Science practice
<ul style="list-style-type: none"> • Actively protect the integrity of AWC’s science program, by adopting, promoting and helping maintain high standards of scientific practice.
2. Monitoring ecological health
<p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> • 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"> ○ Conduct wildlife surveys utilising a range of techniques and methods: live-traps; observational surveys; camera traps; acoustic monitors; telemetry; other technologies as developed. ○ Work with Traditional Owners and Ranger Groups, as relevant, to conduct surveys ○ Ensure survey work is conducted in accordance with AWC policies relevant permits ○ As required, contribute to the collection of biological data, samples and specimens ○ Ensure all relevant data are recorded, managed and stored securely. • Analyse data and prepare survey reports, ecological health reports and scorecards • Contribute to the review of ecological health monitoring plans as required
3. Research
<p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> • Implement research projects on AWC sanctuaries and partnership sites in north-west Australia, addressing key knowledge gaps related to the ecology and management of threatened species, the

<p>impact of threatening processes, and other matters relevant to AWC’s mission, consistent with AWC’s framework and approval process.</p> <ul style="list-style-type: none"> • Assist external researchers and students undertaking collaborative research on AWC sanctuaries and partnership sites in north-west Australia. • Assist in the administration of all research projects including approvals, storage and management of data, reporting and publications.
<p>4. Conservation and land management</p>
<p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> • Contribute to the design of 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. • Contribute to the development and review of annual work plans to implement these strategies. • Report on the outcomes of management activities. • Assist in the implementation of conservation and land management projects, as relevant.
<p>5. Leadership</p>
<p>Key activities and responsibilities:</p> <p>Under the direction of the Regional Ecologist – North-west:</p> <ul style="list-style-type: none"> • Manage a small team of AWC ecologists, interns and volunteers in the field • Mentor junior staff and encourage their professional development. • 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
<p>6. Personnel management</p>
<p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> • Co-ordinate, engage and supervise other staff and contractors. 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. • Contribute to the 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 programs. In particular: <ul style="list-style-type: none"> ○ Help select appropriate people as volunteers and interns; ○ Provide volunteers with information and agreements before travelling to sanctuaries (e.g. on conditions, the tasks they will be asked to perform, etc); and ○ Induct and manage interns and volunteers adequately ○ Help evaluate and report on the intern program
<p>7. Planning and budgeting</p>
<p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> • Contribute to the preparation of operational plans and budgets for science activities in the north-west • Ensure AWC obligations under partnership agreements and contractual arrangements are met • Implement science activities set out in operational plans (including all deliverables specified by contract/ funding agreements) • Ensure activities are implemented in accordance with requirements of AWC policies and permits.

<ul style="list-style-type: none"> • Contribute to quarterly and annual reporting against the plans and budgets, and provide additional progress reports, as requested. • Seek approval for material variations from the plans
<p>8. Community and stakeholder engagement</p>
<p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> • Develop and maintain productive working relationships with partner organisations, indigenous groups, neighbouring landholders, government agencies, conservation groups, other NGOs and recovery teams working in the Kimberley
<p>9. Financial management and reporting</p>
<p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> • Deliver activities in a cost-effective manner and in accordance with AWC policies and procedures. • 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. • Ensure all required records and paperwork are retained and, as necessary, submitted to the AWC finance department.
<p>10. Communications</p>
<p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> • Contribute to the recording and submission of information relating to wildlife, ecosystems and AWC's science program activities in north-west Australia. • Compile and submit information and images for use in AWC communications products • Contribute to the preparation and submission of weekly reports. • Represent AWC at various scientific and public events in accordance with AWC policies and requirements.
<p>11. Development</p>
<p>Key activities and responsibilities:</p> <p>Under the direction of the Regional Ecologist – North-west:</p> <ul style="list-style-type: none"> • Assist in the implementation of development (fundraising) programs and events. • Assist in drafting of applications for funding, and help prepare reports.
<p>12. Management of risks, health and safety</p>
<p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> • 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. • Implement and comply with the provisions of the approved risk management plan. • Ensure Safety Management plans and safe work systems, as approved by the National Operations Manager, 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.

13. Other tasks

Key activities and responsibilities:

- Contribute to the management of assets used by the north-west science team.
- Assist in obtaining, managing and reporting permits required by government authorities
- Conduct other tasks as required to ensure the effective conservation of AWC sanctuaries and partnership sites
- Comply with all AWC policies and procedures.