



Wildlife Ecologist

Karakamia Wildlife Sanctuary

Australian Wildlife Conservancy is a non-profit organisation dedicated to the conservation of Australia's threatened wildlife and their habitats. AWC now owns and manages more land than any other private conservation organisation in Australia - 22 properties, covering more than 2.6 million hectares - protecting more than 1,200 fauna species through active land management informed by strategic scientific research.

Four of these sanctuaries – Karakamia, Paruna, Faure Island and Mount Gibson – occur in southwestern Australia, an internationally recognised “biodiversity hotspot”. AWC is seeking an experienced and committed ecologist who will be pivotal in the development and implementation of the conservation and science program at these sanctuaries.

An internationally significant program of threatened mammal reintroductions has been carried out at Karakamia, Faure Island and Paruna sanctuaries with this reintroduction program currently being extended to Mt Gibson. In addition to translocations of wildlife, the land management program at each sanctuary focuses on feral animal and weed control, fire management and the maintenance of assets and infrastructure.

You will have a degree in ecology or a related science, preferably with a postgraduate qualification. You will be responsible for implementing a program of wildlife reintroductions, wildlife survey and monitoring projects, and research designed to improve conservation management. As such, demonstrated experience and skills relating to these tasks are required. You are expected to develop relationships with other research and conservation organisations, and work with students and volunteers to help develop the program. You will also assist with AWC's fundraising and communication strategies.

The Wildlife Ecologist (SW) will work as part of a small team of ecologists and land managers in south-west Australia. In particular, the Wildlife Ecologist (SW) will work closely with and report to the Regional Ecologist (SW), who in turn reports to AWC's National Conservation & Science Manager (NCSM).

Based at Karakamia Wildlife Sanctuary, where on-site accommodation may be provided, this is a unique opportunity to join Australia's largest non-government conservation organisation, and help shape the future of private sector conservation in Australia.

Enquiries to: Dr Manda Page, Regional Ecologist (SW): manda.page@australianwildlife.org

Applications (A detailed covering letter and CV) to: employment@australianwildlife.org

Closing date for applications: Friday 3 June 2011

Role Description

Designation:	Wildlife Ecologist South West (WE SW)
Reporting to:	Regional Ecologist (SW)
Supervises:	From time-to-time, supervise and co-ordinate field ecologists, casual staff, volunteers and contractors who will assist in the execution of the duties listed below
Based:	Karakamia Wildlife Sanctuary, with duties carried out at other sanctuaries as required.

General role description & Organisational context:

Australian Wildlife Conservancy (AWC) owns and manages 22 sanctuaries around Australia covering 2.6 million hectares. Four of these sanctuaries are in south-west WA: Faure Island, Mount Gibson, Paruna and Karakamia.

An internationally significant program of threatened mammal reintroductions has been carried out at Karakamia, Faure Island and Paruna sanctuaries and this reintroduction program will be extended to Mt Gibson in 2011. In addition to translocations of wildlife, the land management program at each sanctuary focuses on feral animal and weed control, fire management and the maintenance of assets and infrastructure. The south-west region has 8-10 staff, several interpretative guides and utilises a range of volunteers. There are two staff streams (operations and science) which work together in an integrated manner to design, implement and measure the effectiveness of land management strategies.

The Wildlife Ecologist (SW) [WE SW] will work as part of a team of AWC staff based in the south-west region, and will report to the Regional Ecologist (SW) [RE SW], Dr Manda Page. The RE SW reports directly to the National Conservation & Science Manager, Dr Sarah Legge.

The primary responsibility of the Science Team is to implement a program of biological surveys, monitoring, and research projects at AWC properties, including reintroductions of threatened fauna. The information generated by these programs is vitally important to the on-going design and implementation of AWC's land management and conservation programs.

This position, based at Karakamia Sanctuary, approximately 50km east of Perth, will assist the RE SW in implementing the conservation and science program on the four sanctuaries in the south west. This position will also assist with fundraising activities and AWC's communication strategy.

Critical Competencies:

1. Advanced knowledge of issues associated with the conservation of wildlife and ecosystems in Australia including:
 - a. The functioning of Australian ecosystems;
 - b. The conservation of threatened species; and

- c. The impact of major threatening processes such as feral animals, altered fire regimes and weeds.
2. Excellent biological survey, monitoring and research skills including:
 - a. Animal identification.
 - b. Fauna survey techniques (e.g. trapping, netting, radio-tracking) and animal handling skills.
 - c. Plant specimen collection and identification skills.
 - d. Knowledge of sampling methods.
 - e. Data collection and data management skills.
 - f. Skills in statistical analysis, including experimental design.
3. The ability to collect and manage spatial data, and to undertake routine GIS-related tasks.
4. Knowledge of the practical land management options available to promote conservation of wildlife and ecosystems in south-west Australia, particularly feral animal control, fire management and weed control.
5. Excellent communication and interpersonal skills including:
 - a. Advanced writing skills and the ability to draft and edit reports and scientific publications.
 - b. Ability to establish and maintain relationships with a diverse range of stakeholders.
 - c. Ability to work as part of a small team and undertake field work in remote locations.
6. Excellent organisational skills including demonstrated ability to prioritise and execute a large number of tasks in an efficient manner. This will include a demonstrated ability to co-ordinate and manage projects and events (such as biological surveys).
7. The ability to use a range of computer software packages including analytical, graphing, database, and GIS software as well as Office.
8. The ability to improvise and 'problem-solve', developing practical solutions with limited resources.
9. Practical skills in relation to the routine maintenance of assets, especially conservation equipment.
10. An ability to work independently, with minimal supervision.
11. A manual driver's licence, and 4WD experience in difficult conditions.

Qualifications:

1. An undergraduate degree or equivalent in biological sciences or related discipline is essential.
2. A postgraduate degree is highly desirable.

Licenses & Certificates:

1. Manual drivers licence, with 4WD experience in difficult conditions is essential.
2. First aid certificate.
3. Police clearance certificate.

Experience:

1. Designing and conducting biological surveys, monitoring programs and ecological research. This will include experience in identifying, capturing and handling a range of animals, using a wide range of field techniques (pitfall traps, Elliott traps, cage traps, radio-tracking, mist nets etc), as well as experience in undertaking vegetation surveys and the collection and identification of plants.
2. Collection of data and its subsequent management and storage, including experience in the routine use of GIS software.
3. Managing and co-ordinating events such as field activities.
4. Managing a large number of tasks and relationships.
5. Preparing written material including reports and publications.
6. Design and practical implementation of land management programs such as feral animal control programs and fire management.
7. Use of relevant software.
8. Routine maintenance of relevant assets and infrastructure.
9. Use and maintenance of plant and equipment including 4WD vehicles and quad bikes.
10. Managing financial and human resources, developing and working within a budget.
11. Working in a rural/remote area.
12. Working as part of a team, and as required, independently.

Inherent requirements of the role:

The execution of tasks associated with the position involves extensive fieldwork, often for multiple days/nights and in remote locations away from an established field base. The working environment is predominantly outdoors and often in the extremes of weather – hot and wet and/or dry, especially when conducting surveys. The position is physically demanding and includes lifting, carrying, pushing and pulling loads, bending, climbing and driving a variety of vehicles. The successful applicant must be physically capable of performing these activities in order to carry out the inherent role responsibilities.

Responsibilities:

<p>1. Implement a program of:</p> <p>a. Fauna and flora surveys</p>
<p>Key activities and responsibilities:</p> <ul style="list-style-type: none">• Develop and implement a program of general and targeted biological surveys, ensuring such surveys are designed and conducted in accordance with AWC protocols and policies.• The survey work will require, for example, the use of:<ul style="list-style-type: none">○ Standard observational survey techniques○ Pitfall and funnel trapping○ Elliott and cage trapping○ Mist nets and harp traps

- Camera traps
- Track counts
- Standard flora monitoring techniques; and
- Identification and collection of flora
- Oversee the creation and management of field herbaria and virtual herbaria in accordance with AWC protocols.
- Ensure all relevant information is recorded and reported.

The purpose of biological surveys is to contribute to our ongoing species and ecosystems inventory program, and also to measure progress towards ecological health targets (see point 3 below).

2. Manage, undertake and monitor the success of reintroductions of threatened fauna and flora

Key activities and responsibilities:

- Develop translocation proposals for sanctuaries in the South West that are consistent with AWC's national Reintroduction Strategy.
- Manage the legal and approval requirements associated with translocations (including all necessary applications and reporting requirements for all licenses and permits).
- Assist in liaison with other sanctuaries and other organisations to facilitate the translocation of fauna to (and from) South West Wildlife Sanctuaries.
- Manage and participate in translocation events as required.
- Undertake monitoring of translocated species to measure the success of the translocation and the health of the population.

The Reintroduction program in the South West is an important part of AWC's overall Reintroduction Program.

3. Implement a biodiversity monitoring program to:

- a. Measure the impact and effectiveness of AWC's land management programs over time; and**
- b. Monitor the health/condition of South West Sanctuaries over time.**

Key activities and responsibilities:

- Play a key role in the design and implementation of a program for:
 - Measuring the impact and effectiveness of AWC's land management programs (including feral animal control and fire management); and
 - Monitoring changes in the ecological health/condition, in accordance with AWC's general framework for measuring the ecological health of sanctuaries.
- Ensure the monitoring programs are in accordance with all AWC policies and protocols.
- Ensure all relevant information is recorded and reported.

The purpose of the monitoring program is to identify the impact of AWC's land management, to provide input into the ongoing development and refinement of land management strategies, and to provide regular reports on the ecological health of SW sanctuaries.

4. Develop, supervise and participate in biodiversity research programs

Key activities and responsibilities:

- Identify priority research projects in accordance with AWC's national research strategy.
- As directed, design and execute research projects (where the research does not involve external partners).
- Help to co-ordinate, and participate in, the design and execution of research projects, where the projects involve external partners.
- Undertake various research-related tasks including:
 - Ensuring all research projects address AWC priorities and are carried out in accordance with AWC policies and protocols (e.g. ensure research agreements in place with all partners).
 - Provide support to students where required.
- Ensure that all research data is collected and recorded by AWC, including data collected by external partners.
- Publish, either alone or with others, the outcomes of AWC research projects.
- Participate in the development of strategic relationships and partnerships with universities and other research delivery organisations that produce practical on-ground conservation outcomes, particularly where these result in work carried out at AWC Sanctuaries.
- Participate in recovery teams where required.

The purpose of the biodiversity research program is to generate knowledge that will assist in the conservation of wildlife and habitats. Such knowledge will benefit AWC and other land managers.

5. Assist in the development and implementation of land management strategies on AWC Sanctuaries

Key activities and responsibilities:

- Assist in the development and implementation of land management strategies/work plans on SW Sanctuaries
- For example:
 - Assist in the development of work plans/strategies related to fire management, feral animal and weed control and the abatement of other threats
 - Assist in the implementation and monitoring of fire management, feral animal and weed control and the abatement of other threats
 - Assist with the preparation of sanctuary management plans in accordance with AWC policies and protocols; and
 - Implement other conservation projects, as required.

6. Assist in the development of organisation-wide conservation policies and strategies

Key activities and responsibilities:

- Assist in the development of organisation-wide conservation policies and strategies including protocols for monitoring and survey programs, the development of research priorities, reintroduction programs etc.

7. Ensure the collection, management, handling, analysis and presentation of data and other information

Key activities and responsibilities:

- Ensure all relevant AWC data and information is collected and stored, including data collected by external partners and students.
- Compile summary reports and perform data analysis, as required.
- Provide information to AWC land managers to assist in the ongoing development and implementation of land management strategies.
- Provide information to other AWC staff, as required, to implement AWC's communications strategy: e.g. newsletters, website, media etc.
- Promote the publication of articles in scientific and popular media.
- Generate information products, as requested, for fundraising and public education (visitor) purposes.

8. Assist with the implementation of AWC's fundraising strategy

Key activities and responsibilities:

- Assist with:
 - Drafting of applications for funding, including competitive grants.
 - Drafting of reports for donors, including progress reports on the implementation of projects.
 - Planning, co-ordination and implementation of supporter events.
 - Planning, co-ordination and implementation of other sanctuary events, as required.

9. Public education program

Key activities and responsibilities:

- Assist in the development and implementation of interpretation programs.

10. Administration

Key activities and responsibilities:

- Assist in the development of annual operational plans and budgets.
- Assist in the preparations of internal and external reports, as directed.
- Prepare and submit permit applications, annual returns and other required reports to government authorities.
- Ensure that all relevant expenditure is in accordance with AWC policies and procedures.
- Ensure all required financial records and paperwork are retained and submitted.
- Maintain other records and diaries relating to the discharge of your duties.

11. Assist with the maintenance and repair of sanctuary assets and infrastructure

Key activities and responsibilities:

- As required, assist with the maintenance, servicing and repairs of assets, especially conservation equipment.

12. Assist in the implementation of a volunteer program
Key activities and responsibilities: <ul style="list-style-type: none"> • Assist in the management and supervision of volunteers.
13. Management of staff and contractors
Key activities and responsibilities: <ul style="list-style-type: none"> • As required, co-ordinate, engage and supervise: <ul style="list-style-type: none"> ○ Other staff ○ Students ○ Contractors; and ○ Volunteers • Ensure all relevant AWC policies are complied with in relation to the engagement of volunteers, students and contractors.
14. Promote the safety of all visitors
Key activities and responsibilities: <ul style="list-style-type: none"> • Promptly report to the Regional Ecologist (SW) and relevant Sanctuary Manager any incident or accident involving a visitor and assist further as required. • As necessary, ensure that visitor’s attention is drawn to any specific safety issues. • Undertake safety inductions for all volunteers or contractors for which you have management responsibility (i.e. volunteers taking part on field surveys).
15. Other day-to-day tasks
Key activities and responsibilities: <ul style="list-style-type: none"> • Establish and maintain effective relationships with visitors, neighbours and other stakeholders. • Implement and comply with all AWC risk management requirements, and take all reasonable measures to ensure the health and safety of staff and sanctuary visitors. • Undertake other tasks, as required by the RE SW or the NCSM.
16. Other sanctuaries
Key activities and responsibilities: <ul style="list-style-type: none"> • Undertake your duties as specified in this job description, at other locations as requested by the RE SW or the National Conservation & Science Manager.