

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's science program plays a key role in helping AWC meet its mission. On wildlife sanctuaries and partnership sites across Australia, AWC ecologists:

- conduct surveys and measure the status and trend of key biodiversity and threat indicators;
- implement research relevant to the conservation of wildlife, taking advantage of the opportunities presented by AWC's scale and integration of science and management activities
- plan, implement and monitor reintroductions, and
- contribute to the development of conservation and land management strategies, and report on their outcomes.

AWC is looking to build on its existing strengths by appointing a skilled Spatial Ecologist on the National Science team. Reporting to the Spatial Analyst (who reports to the National Science Manager), the Spatial Ecologist will work closely with all field staff (ecologists and land managers, students and volunteers) as well as AWC's office-based staff in providing information, advice and support to AWC's development, communications, legal, executive and board. The Spatial Ecologist will usually be working remotely, using phone and electronic communications, to work with other AWC personnel spread across the country.

The primary duties of the Spatial Ecologist are to work with the Spatial Analyst to:

- Maintain and develop AWC's fauna databases;
- Train and support AWC personnel with use of fauna databases;
- Undertake spatial data capture and editing;
- Produce maps and other communication outputs;
- Train and support AWC personnel with GIS use.

To be successful in this role, you will need:

- Demonstrated capability in capture, management and documentation of ecological data;
- Knowledge of Australian fauna and/or flora and a working knowledge of state and federal threatened species categories.
- Demonstrated capability in spatial data generation and map production and experience using ArcGIS and/or QGIS software;
- Proven capacity to work independently;
- Proven capacity to work co-operatively and collaboratively as part of a team.
- Willingness to travel as required to meet the requirements of the position.

This is a great opportunity to be part of a growing, innovative, successful organisation which is helping shape the future of conservation in Australia. Competitive remuneration is available for a candidate with suitable experience.

**Enquiries to:**

Dr Liana Joseph, AWC National Science Manager | [liana.joseph@australianwildlife.org](mailto:liana.joseph@australianwildlife.org)

**Applications** via: [australianwildlife.org/work-with-awc/careers/](https://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 your experience, critical competencies, and interest in the role. Applications that do not meet these requirements will not be accepted.

***Closing date for applications: Monday 30 November 2020***

**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/)*

## Annexure 1 – Position Profile

<b>Designation:</b>	<b>Spatial Ecologist</b>
<b>Reporting to:</b>	<b>Spatial Analyst</b>
<b>Supervising:</b>	<b>No direct supervision of other personnel, but provides support to all AWC staff, students, volunteers, contractors.</b>
<b>Based at:</b>	<b>Perth Head Office; other locations (e.g. home office) may be considered for outstanding applicants</b>

### Organisational context:

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.

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 AWC working collaboratively with each other.

AWC's science program plays a key role in helping AWC meet its mission. On wildlife sanctuaries and partnership sites across Australia, AWC ecologists:

- conduct surveys and measure the status and trend of key biodiversity and threat indicators;
- implement research relevant to the conservation of wildlife, taking advantage of the opportunities presented by AWC's scale and integration of science and management activities
- plan, implement and monitor reintroductions, and
- contribute to the development of conservation and land management strategies, and report on their outcomes.

The Spatial Ecologist will work as part of the National Science Team, which provides direction and support to AWC's ecologists and land management staff in the field, and provides information, advice and support to

AWC's development, communications, legal, executive and board. AWC is looking to build on its existing strengths by appointing a skilled spatial ecologist to the National Science team.

The Spatial Ecologist reports to the Spatial Analyst, who reports to the National Science Manager. The Spatial Ecologist will work closely with all field staff (ecologists and land managers, students and volunteers) as well as Head Office staff. The Spatial Ecologist will usually be working remotely, using phone and electronic communications, to work with other AWC personnel spread across the country.

The primary duties of the Spatial Ecologist are to work with the Spatial Analyst to:

- Maintain and develop AWC's fauna databases;
- Train and support AWC personnel with use of fauna databases;
- Undertake spatial data capture and editing;
- Produce maps and other communication outputs;
- Train and support AWC personnel with GIS use.

#### **Values of AWC:**

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:

- **Respectful** – demonstrating care, recognition and integrity
- **Informed** – working together to acquire and apply evidence, knowledge and experience
- **Dedicated** – committed to delivering effective outcomes, with resilience and tenacity
- **Innovative** – applying creative thinking for effective solutions
- **Accountable** – taking ownership of our actions and outcomes
- **Sustainable** – delivering long-term financial and ecological viability

#### **Critical Competencies**

1. Demonstrated capability in capture, management and documentation of ecological data;
2. Knowledge of Australian fauna and/or flora and a working knowledge of state and federal threatened species categories.
3. Demonstrated capability in spatial data generation and map production and experience using ArcGIS and/or qGIS software;
4. Proven capacity to work independently;
5. Proven capacity to work co-operatively and collaboratively as part of a team.
6. Willingness to travel as required to meet the requirements of the position.

#### **Beneficial Competencies and Experience**

1. Advanced experience and abilities in database design, use and management (including Microsoft Access and SQL systems [desirable]);
2. Managing field data capture from GPS units and other mobile devices;
3. Experience using satellite remote sensing data;
4. Firescrape mapping and analysis;
5. Vegetation mapping and analysis;

## Qualifications

1. An undergraduate degree;
2. A postgraduate degree or equivalent experience utilising GIS or related discipline (desirable)

## Licenses & Certificates:

For any field work on AWC properties, a valid manual driver's licence is essential, and you will need to be competent in driving a 4WD in difficult conditions.

## Inherent requirements of the role:

This is an office-based role, but it will provide technical support for field staff. Fieldwork can be in the extremes of weather – hot and wet and/or dry, especially when conducting surveys or management activities. This component of the role is physically demanding and can include lifting, carrying, pushing and pulling loads, bending, climbing and driving a variety of vehicles, sometimes in rough terrain. If the successful applicant is physically capable of performing these activities, there may be opportunity to participate in fieldwork to help with training and systems development.

## Responsibilities:

<b>1. Science practice</b>
Actively protect the integrity of AWC's science program, by adopting, promoting and helping maintain high standards of scientific practice.
<b>2. Maintain and enhance AWC's species inventory database</b>
Key activities and responsibilities: <ul style="list-style-type: none"><li>• Work with authoritative texts and AWC taxonomic specialists to maintain a current taxonomic list of all Australian species;</li><li>• Conduct a periodic review of Federal and State legislation to maintain current species conservation status;</li><li>• Work with sanctuary ecologists to maintain an up-to-date list of species on each sanctuary; and</li><li>• Design and implement analysis and reports on the species inventory.</li></ul>
<b>3. Develop and maintain AWC's fauna observations database</b>
Key activities and responsibilities: <ul style="list-style-type: none"><li>• Liaise with field ecologists and management staff to understand database requirements;</li><li>• Design data structures in an Access database;</li><li>• Develop data validation and extraction in an Access database;</li><li>• Provide support for ecologists preparing data for input;</li><li>• Transfer the database from Access to an Azure web-based platform</li></ul>
<b>4. Spatial data and map production for research, field work and communications</b>
Key activities and responsibilities: <ul style="list-style-type: none"><li>• Spatial data sourcing and provision;</li><li>• Data capture using various methods including satellite based remote sensing and digitizing;</li><li>• Analysis of spatial data;</li><li>• Map drafting for general publications, newsletters, research projects, scientific publications and base maps for field work.</li></ul>

<p><b>5. GIS training and staff support</b></p> <p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> <li>• Provide structured and ad hoc GIS training and support for field staff (with varying levels of GIS skills);</li> <li>• Guide field personnel with data collation, management, analysis and storage; and</li> <li>• Guide staff on map production.</li> </ul>
<p><b>6. Other administration</b></p> <p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> <li>• Work with the Spatial Analyst and the National Science Team to develop (and report against) operational plans and budgets, including activity reporting, financial reporting, etc;</li> <li>• Deliver activities in a cost-effective manner;</li> <li>• Ensure that all relevant expenditure is in accordance with AWC policies and procedures;</li> <li>• Ensure all required financial records and paperwork are retained and submitted; and</li> <li>• Maintain other records and diaries relating to the discharge of your duties.</li> </ul>
<p><b>7. Ensure appropriate management of risks in relation to the health and safety of yourself, other staff, contractors, volunteers and visitors</b></p> <p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> <li>• Implement and comply with the provisions of the approved risk management plan and AWC OH&amp;S policies and procedures.</li> <li>• At all times undertake activities with due consideration for your safety and that of other staff and visitors (contractors, students etc). This will include: <ul style="list-style-type: none"> <li>• Understanding AWC's OH&amp;S policies and procedures and associated safety obligations to you, other staff and all visitors (supporters, contractors, students, volunteers etc).</li> <li>• Ensuring you, and anyone under your supervision, has adequate training before using any plant, equipment, tools and/or vehicles. This includes reviewing relevant Standard Operating Procedure guidelines, and undergoing a safety induction by an approved staff member.</li> <li>• Ensure all incidents, accidents and near misses are reported and appropriate forms completed and submitted in a timely manner per the approved AWC procedure.</li> </ul> </li> </ul>
<p><b>8. Other tasks</b></p> <p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> <li>• Promote AWC's values amongst AWC staff and stakeholders</li> <li>• Comply with all AWC policies and procedures.</li> <li>• Establish and maintain effective relationships with visitors, neighbours, relevant land management and research agencies, and other stakeholders.</li> <li>• Conduct other tasks to ensure effective conservation of wildlife and habitats on AWC properties.</li> </ul>
<p><b>9. Travel</b></p> <p>Key activities and responsibilities:</p> <ul style="list-style-type: none"> <li>• There may be travel involved (sometimes to remote locations) as part of this role.</li> </ul>