

Position Description

POSITION TITLE	Terrestrial Ecologist
DEPARTMENT	Conservation
REPORTS TO	Research Manager
DIRECT REPORTS	Nil
SALARY	Scale – Salary
WORKING ARRANGEMENT	5- DAY Monday to Friday with additional hours as required as per business requirements. Hybrid – a blend of in-office and remote work
REVIEWED	May 2024

OUR ORGANISATION

We are a leading conservation and sustainable tourism organisation and are privileged to manage 1,980 hectares of coastal reserves, wetlands, and woodlands across Millowl (Phillip Island), which forms part of the traditional lands of the Bunurong. We are an organisation deeply committed to reconciliation and we recognize that the Land, Waters and Sea are of profound spiritual, cultural and economic importance to Aboriginal and/or Torres Strait Islander People.

Our nature-based tourism experiences fund research-led conservation and land management. The heart of our offering lies in distinctive opportunities for visitors to immerse themselves in nature, engage with wildlife, and connect with the region's history and culture. This supports our innovative research, which forms the foundation from which our conservation and education programs are designed.

We strive to prove a safe and inclusive work environment for the passionate team of staff, volunteers and contractors who collectively enable us to achieve our vision. We demonstrate this commitment through:

- A strong commitment to Reconciliation through our Reconciliation Action Plan and Aboriginal Employment Strategy.
- Diversity and inclusion celebrations supported by our 'Values and Wellbeing' Committee.
- Gender Equity and Accessibility Action Plans.
- Safety leadership and committed focused on all aspects of our physical and mental health in the workplace.

POSITION PURPOSE

We seek a highly motivated and skilled Terrestrial Ecologist to join our team. The ideal candidate will possess a strong background in ecology, with a focus on terrestrial ecosystems, coupled with expertise in Geographic Information Systems (GIS) tools and techniques. The position requires a deep understanding of plant and animal ecology, population dynamics, exceptional analytical skills, experience collaborating with state and federal agencies, proven publication track record, and the ability to work effectively in the field.

Our Purpose

Why we are here

To protect nature for wildlife and inspire people to act

Our Vision

What we want to be

A place where conservation and ecotourism excellence inspire people to actively protect the environment

Our Values

How we make choices

NATURE CONSERVATION IS PARAMOUNT

- Guided by Bunurong
- Evidence based to inform decisions
- Choose most sustainable
- Consider impact on nature first

ENGAGING EXPERIENCES

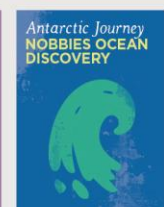
- Authentic and natural
- Welcoming and inviting
- Creative, fun and inspiring
- Act with understanding sensitivity

FUTURE FOCUSED

- Plan and think strategically
- Take initiative and be responsive
- Embrace change, flexible thinking and adaptable in our actions

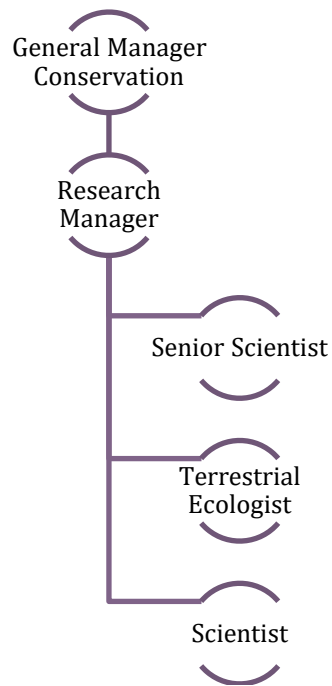
DELIVERING OUTCOMES TOGETHER

- Build strong partnerships based on trust, openness and transparency
- Deliver on our promise
- Encourage dialogue and feedback
- Empowered to work with others
- Foster culture of inclusion and safety





DEPARTMENT STRUCTURE





JOB SPECIFICATION

KEY DUTIES AND RESPONSIBILITIES

- Manipulate, analyse and interpret large ecological datasets
- Apply statistical methods to analyse field data and identify ecological trends.
- Assess habitat suitability and quality for target species through field observations and ecological assessments. Develop habitat models and maps to guide conservation and management strategies.
- Investigate population dynamics of plant and animal species in their natural habitats, including factors influencing population growth, distribution, and interactions.
- Conduct field surveys and data collection to study terrestrial ecosystems, including vegetation dynamics, wildlife populations, and habitat characteristics.
- Use advanced GIS tools and spatial analysis techniques to integrate field data and assess landscape patterns.
- Collaborate with state and federal agencies, non-profit organisations, and other stakeholders to design field studies, coordinate data collection efforts, and implement conservation projects. Provide technical expertise and support on ecological issues related to terrestrial ecosystems.
- Work with the conservation team to assist with re-vegetation and weeding planning and pest management as required.
- Communicate research results effectively to diverse audiences, including scientists, land managers, policymakers, and the general public.
- Work effectively as a member of a high performing team including peers, volunteers and students to assist Nature Parks in achievement of strategic outcomes.
- Supervise research students and interns and apply for research funding as required

WORKPLACE EXPECTATIONS

- Behave in a way that demonstrates our values, organisational workplace behaviour and code of conduct
- Proactively engage in learning and development, meetings and maintaining up to date knowledge of activities and events occurring across all areas the Nature Parks
- Provide and maintain a working environment that, as far as reasonably practicable, is safe and without risks to the health, safety and wellbeing of all (employees, contractors, volunteers, children)



KEY SELECTION CRITERIA

EXPERIENCE, KNOWLEDGE AND SKILLS

- A Ph.D. degree or equivalent experience in Ecology, Environmental Science, Biology, or a related field.
- Strong understanding of plant and animal ecology, ecosystem processes, and principles of conservation biology. Familiarity with terrestrial ecosystems in Victoria and coastal zones is preferred.
- Exceptional quantitative and analytical skills, including proficiency in statistical analysis and modelling. Experience with programming languages such as R or Python is highly desirable.
- Demonstrated ability to work effectively in field conditions, including remote or rugged environments.
- Experience with field data collection methods, such as vegetation surveys, wildlife monitoring, and habitat assessments, is essential.
- Proficiency in GIS software (e.g., ArcGIS, QGIS) and spatial analysis techniques. Experience with remote sensing data and landscape modelling is desirable.
- Experience working and communicating with local communities and the ability to communicate findings to general audiences
- Prior experience collaborating with state and federal agencies, environmental consulting firms, or non-governmental organisations involved in natural resource management and conservation.
- Experience of publishing research focusing on terrestrial ecology and related fields.
- Excellent written and oral communication skills, with the ability to convey complex scientific concepts clearly and effectively. Experience in delivering presentations and interacting with diverse audiences is essential.

OTHER REQUIREMENTS

Commence employment with Nature Parks and maintain current at all times.

- Police Check
- Working with Children Check
- Drivers' Licence
- First Aid Level II and CPR

WORKING CONDITIONS

	Low < 5Kgs and/or < 2 hours duration	Moderate 5-10Kgs and/or 2-6 hours duration	High > 10kgs and/or 6-8 hours duration
Working in an outdoor environment		✓	
Sitting			✓
Standing		✓	
Walking (including over rough terrain or stairs)		✓	
Squatting / Kneeling / Bending / Twisting	✓		
Pushing / Pulling / Lifting / Carrying / Reaching	✓		
Computer usage (Keyboard/mouse/tablet)			✓
Use tools (Shovels, hammers, and motorised hand tools)	✓		
Operate machinery (Chainsaws, Tractors, and All Terrain Vehicles)	✓		

