

## Position Description

### Senior Threatened Species Ecologist (Flora)

#### Organisational Overview

Australia is home to a diverse range of native flora and fauna, most of which occur nowhere else in the world. To date, at least 36 plant and 54 animal species have become extinct and 1,272 native plant species and 449 native fauna species are listed as threatened under the federal *Environment Protection and Biodiversity Conservation Act, 1999*. This number does not include the additional threatened species listed under state threatened species legislation. Despite our wealth, more mammals have become extinct than any other country. The Threatened Species Conservancy (TSC) is an independent, not-for-profit organisation that is working to turn this around.

We are threatened species specialists who have a deep commitment to preventing further plant and animal extinctions. We endeavour to secure Australia's threatened flora and fauna by working with local communities, government agencies and tertiary institutions to implement targeted on-ground actions and foster connections between people and the natural world. As long-standing practitioners of threatened species recovery, we have seen how our communities can improve the health of Australia's treasured biodiversity. We have also witnessed the benefits to the community that engaging with nature can bring.

Over the past 20 years, funding for threatened species (particularly flora) has become scarcer. As an independent not-for-profit organisation, the TSC endeavours to buffer these fluctuations by accepting funding from government, corporate sponsorship, crowdsourcing, and consulting services. We raise the profile of threatened species in Australia through thoughtful and targeted on-ground actions and community engagement.

#### Threatened Species Conservancy Core Values

All TSC staff are required to act in accordance with the Core Values of the organisation to be;

**Ethical:** we value open and transparent evidence-based decision making, honesty and integrity;

**Compassionate:** our organisation is a safe, respectful and flexible workplace that supports personal and professional growth; and

**Diverse:** we are inclusive and encourage equity and the strength found in diversity.



<b>Position Title</b>	Senior Threatened Species Ecologist (Flora)
<b>Reports To</b>	TSC Directors
<b>Direct Reports</b>	Nil
<b>Key Relationships</b>	<ul style="list-style-type: none"><li>• TSC Board members.</li><li>• Government departments – NSW DPIE, VIC DELWP, Parks Victoria, local government.</li><li>• Traditional Owner Groups, Landcare, Friends groups and the public.</li><li>• Funding bodies (government, philanthropic, other).</li><li>• Researchers, including universities and the Arthur Rylah Institute.</li><li>• Private businesses (e.g. suppliers of goods and services, IT support).</li></ul>
<b>Salary</b>	Negotiable
<b>Tenure</b>	Casual till June 2023
<b>Location</b>	Negotiable in Victoria or NSW
<b>Published</b>	September 2020

## Position Overview

### General

- Support the Mission, Vision and Core Values of the TSC.
- Adhere to the policies and procedures of the TSC.

### Project management

- Ensure that all funded projects are implemented and acquitted appropriately, in a timely manner and in accordance with best practice (i.e., environmental, educational, safety).
- Maintain accurate and up to date project budgets.
- Manage contractors and volunteers, including their engagement, occupational health and safety and performance.
- Maintain strong relationships with government and community stakeholders.
- Design and implement monitoring, evaluation and reporting for grant acquittals and conservation projects.

### Threatened Flora Recovery

- Design, coordinate and implement threatened flora projects.
- Provide specialist advice relating to the ecology and recovery of threatened flora.
- Undertake fieldwork (including in remote areas).
- Develop and coordinate community engagement activities to raise awareness of threatened species and scientific process.

### Other

- Other tasks as required, and as determined in consultation with the TSC Directors and Board.
- This position may require extensive periods of fieldwork in isolated conditions.
- This position may require work to be undertaken outside of normal business hours.

## Key Selection Criteria

<b>Qualifications / Certificates</b>	<ul style="list-style-type: none"> <li>• Academic qualifications in natural resource management, environmental science or a similar field.</li> <li>• Driver's license and four-wheel driving experience.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Extensive skills and experience in the development, implementation and evaluation of threatened flora recovery projects including seeking and acquitting government and/or philanthropic funding.</li> <li>• Demonstrated experience in community engagement and volunteer management including designing citizen science projects, convening meetings, developing and presenting written and verbal communications.</li> <li>• Demonstrated experience in financial management including budget and contract management.</li> <li>• Experience in collaborating and working with First Nations people on threatened species projects.</li> </ul>
<b>Knowledge and Skills</b>	<ul style="list-style-type: none"> <li>• Comprehensive understanding of threatened flora ecology.</li> <li>• Comprehensive understanding of flora monitoring protocols, experimental design and data analysis.</li> <li>• Skills in the use of GIS systems to aid planning and management.</li> <li>• Strong knowledge of occupational health and safety, and equity and diversity principles.</li> </ul>
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>• The capacity to develop and maintain good relationships with funders, government agencies, volunteers, TSC Board, landholders and others in our community.</li> <li>• Personal behaviour is underpinned by ethics, honesty, inclusiveness and transparency in professional dealings.</li> </ul>