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## Senior Threatened Species Ecologist

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Are you:

- a well-rounded threatened species ecologist, with a particular interest in botany and demonstrated experience working with threatened flora?
- passionate about making a tangible difference, with a track-record of turning your positive ideas into action?
- ready to work amongst people that share your passion, and looking for the chance to make your mark in the non-government environment sector?

*Then this exciting role may be for you...*

### **About us:**

Nature Glenelg Trust (NGT) is south-eastern Australia's newest environmental NGO. Despite only being four years old, we are a dynamic and highly active organisation, with a track-record of turning scientifically sound ideas into on-ground action. Our fourteen regular staff are based in regional locations situated between Adelaide (SA) and Melbourne (Vic), including a central hub and regional office near the state border, in Mount Gambier (SA).



*Nature Glenelg Trust staff and committee members that recently attended our annual workshop.*

## **What have we been up to, since our launch in January 2012?**

Just a few of the key achievements along the way have included:

- Opening the cross-border community nursery site (for growing rare and threatened flora) and regional NGT office in Vansittart Park in June 2013.
- Purchasing and managing our first Habitat Restoration Reserve, the 1700 acre property Eaglehawk Waterhole, at Bangham in the Upper South East (a stone's throw from the Little Desert National Park).
- Restoring over 25 wetlands on private land across the region, as well as some high-profile wetland restoration projects on Public Land, in Discovery Bay Coastal Park (Long Swamp) and the Grampians National Park (Brady Swamp and Gooseneck Swamp).
- Undertaking critical research and on-ground actions to protect and manage some of the region's most threatened species, with a particular emphasis on aquatic species such as native freshwater fish, but also including a number of other terrestrial species of flora and fauna.
- Involving the wider community in our work, every step of the way.

For more information about NGT, please visit our website: [www.natureglenelg.org.au](http://www.natureglenelg.org.au).

A copy of our most recent annual report can be found here: <http://natureglenelg.org.au/hot-off-the-press-the-ngt-2014-15-annual-report/>

### **Overview of the position:**

The role is a genuine vacancy, to replace an experienced and crucial member of our team, Cath Dickson, who is leaving NGT to pursue an exciting PhD research opportunity on Macquarie Island.

The position provides a critical senior function for NGT, including the development of new concepts in line with NGT's vision, high level delivery and professional management of projects for external clients, and the supervision and support of Project Ecologists or other junior staff (casuals, interns or volunteers).

Strategic oversight and supervision for the role will be provided by the Manager/Principal Ecologist, with day to day guidance to be provided by our other Mt Gambier based Senior Ecologist, Bryan Haywood. This will include regular communication as required to support the Senior Threatened Species Ecologist with work planning and project delivery.

The position will be based in Mount Gambier, a regional city of 25,000 people that is situated an equal distance (just over 400km) from both Melbourne and Adelaide. Extensive regional travel in the South East of South Australia and South West Victoria will be required.

The current Senior Threatened Species Ecologist, Cath Dickson, will be available for a handover period in late March/early April 2016.

The role is full-time, with an indicative starting salary of \$72,000 - \$75,000, subject to negotiation with the successful applicant.

**The role:**

As a senior ecologist, you are expected to:

- Help drive and deliver the present and future ecological programs of NGT
- Bring specialist ecological skills in threatened species management (especially flora), a strong reputation and a professional network that create future opportunities to deliver results in line with NGT's vision
- Work collaboratively with other NGT Senior Ecologists and other staff to build the organisation
- Take on a senior authorship and editorial role in report writing
- Undertake complex project and staff management, as well as personal project delivery
- Seek the resourcing and partnerships required for NGT to meet its goals, including developing new concepts and writing applications for grant funding and tenders

You will be provided with:

- The equipment and materials required to undertake your role to a high professional standard during your employment
- Professional development opportunities
- Advice and practical support to assist with work planning and project delivery
- The opportunity to use your ecological and other skills to their full potential, in a dynamic and supportive work environment

**Requirements:**

- Reports to the Manager/Principal Ecologist, Nature Glenelg Trust
  - Regular two-way communication, including monthly (brief dot point) reporting on allocated projects/staff by email – due by the 5<sup>th</sup> day of each month.
- Required to maintain supportive working relationships with all staff members, including a supervisory/management role for allocated Project Ecologists and casual staff
- Required to seek the resourcing and partnerships required for NGT to meet its goals, including developing new concepts and writing applications for grant funding and tenders
- Participation in staff meetings
- Required to be based at NGT the office in Mount Gambier
- A willingness to participate when requested/required at times on other ecological projects
- A willingness to travel for field work and stay away from home
- A current drivers licence, and a willingness and ability to drive manual 4WD vehicles

**Review:**

Annual performance reviews will be undertaken to ensure that the needs of the individual and the organisation, as outlined in this role specification, are being met.

**Skills and experience required:**

- minimum of an undergraduate degree in ecology or equivalent
- significant post-graduate or professional specialist expertise in one or more areas of ecology, in this instance a minimum of threatened species management (especially flora)
- demonstrated skills in complex staff and project management
- excellent communication skills, including a demonstrated ability to write at a professional level and a willingness to contribute ideas
- the ability to excel when operating independently, but also the desire and ability to work with and/or support a wider team as required
- extensive knowledge of, and professional networks in, the NRM sector
- a drivers licence and a level of physical fitness consistent with undertaking field work
- a flexible approach and a 'can-do' attitude

**Instructions – READ CAREFULLY:**

Please **do not** separately address the criteria above individually in your application.

A 2-3 page covering letter, telling us about yourself, your interests and previous experiences (work or otherwise) that make you suitable for the role and show how you meet the position requirements, as well as a copy of your current CV, should be addressed to:

Mark Bachmann  
Manager  
Nature Glenelg Trust

Applications should be sent to: [mark.bachmann@natureglenelg.org.au](mailto:mark.bachmann@natureglenelg.org.au)

**Closing Date:**

Tuesday 8<sup>th</sup> March 2016 @5pm  
(unless otherwise negotiated)

Interviews are likely to be held the following week.

**Enquiries should be directed to:**

Mark Bachmann  
Manager  
Nature Glenelg Trust  
0421 97 8181  
[mark.bachmann@natureglenelg.org.au](mailto:mark.bachmann@natureglenelg.org.au)