Position Description

College/Division: College of Science
Faculty/School/Centre: Fenner School of Environment and Society
Department/Unit: Sustainable Farms
Position Title: Biodiversity Field Officer
Classification: ANU Level 5/6 (Research)
Position No:
Responsible to: Research Officer
Number of positions that report to this role: 0
Delegation(s) Assigned: NA

PURPOSE STATEMENT:
The Fenner School of Environment and Society undertakes world-class, nationally-distinctive interdisciplinary research and education on complex environment-society systems. This position supports the Sustainable Farms research and extension activities and contributes to the long-term ecological monitoring programs in the temperate woodlands of southeast Australia lead by Professor David Lindenmayer.

KEY ACCOUNTABILITY AREAS:
Position Dimension & Relationships:
This position exists to fulfill field-related duties associated with the Sustainable Farms project in the temperate woodlands of southeast Australia. The Biodiversity Field Officer will conduct collection of high quality biophysical data, and undertake data entry and curation, and assist other field staff where required. The Biodiversity Field Officer is responsible for liaising with farmers and NRM organisations to support long term ecological monitoring, the farm extension program and the collection of additional survey data as required.

The position is available in Wagga Wagga. The position involves substantial amounts of travel within NSW and Victoria. The position comes under the supervision of a co-located Research and Extension Officer. The position holder will have a high level of autonomy and must maintain effective working relationships with other research officers, academics, and general staff in the Sustainable Farms project.

Role Statement:
Under direction, the Biodiversity Field Officer will:

- Assist in the design and conduct of ecological research with a particular emphasis on birds, herpetofauna and arboreal marsupials; carbon biomass; soils; vegetation structure; and floristics, as part of long-term ecological monitoring programs. This will involve fieldwork.
- Liaise with natural resource management agencies, and commercial and private landholders in the South West Slopes bioregion, southern Riverina, Western Murray and/or North East Victoria to maintain relationships, organize site access, conduct field-related biophysical surveys, and support engagement activities with landholders.
- Liaise with farmers to provide information and referrals relating to natural asset management projects, as per the Sustainable Farms project goals.
- Undertake data entry and data curation tasks in relation to field surveys and upload data into the relevant wildlife atlas databases to fulfill scientific license and reporting requirements.
- Contribute to reporting milestones and communicate findings by presenting information at community field days, workshops, public seminars and social media when required.
- Collect photographic records of biodiversity and farm engagement activities to support Sustainable Farms communication strategy.
- Have the ability and willingness to work for periods outside of normal hours and in remote locations when required (e.g. during intensive field surveys which may be up to 3 weeks in duration).
• Have the ability and willingness to undertake physical activities associated with establishing project infrastructure (e.g. use of pole drivers, mallets, transport of railway sleepers, corrugated tin and roofing tiles). The Biodiversity Field Officer will be willing to undergo a medical assessment prior to commencing this role.
• The Biodiversity Field Officer with have a Class C (standard) manual driver’s license and senior first aid certificate, or willingness to acquire and maintain them.
• Comply with all ANU policies and procedures, and in particular those relating to work health and safety and equal opportunity.
• Other duties as required, consistent with the level of the classification.

SELECTION CRITERIA:
• Relevant degree qualification in conservation science and/or agriculture and relevant fieldwork related experience.
• Sound knowledge of qualitative and quantitative research methodologies. Experience in conducting high quality flora and fauna surveys in temperate woodland ecosystems, including excellent woodland bird identification skills.
• Demonstrated effective interpersonal skills and verbal and written communication skills, including the ability to draft standard business correspondence, reports and research related papers. An ability to consult and liaise effectively with a wide range of people in a culturally diverse environment, particularly with private landowners.
• High level of analytical and problem solving skills and demonstrated ability to exercise sound independent judgement.
• Proven organisational skills and attention to detail, with a demonstrated ability to prioritise own workload and to work effectively both independently and as part of a team, meeting competing deadlines and delivering high-quality outcomes. Experience in working in geographically dispersed teams and living in regional Australia would be advantageous.
• Demonstrated experience with GIS and relational databases, or willingness to undertake training.
• A demonstrated understanding of OH&S and equal opportunity principles and policies and a commitment to their application in a University context.

The ANU conducts background checks on potential employees, and employment in this position is conditional on satisfactory results in accordance with the Background Checking Procedure which sets out the types of checks required by each type of position.

Supervisor/Delegate Signature: ___________________________ Date: 19/10/2021

Printed Name: Michelle Young
Uni ID:

References:

General Staff Classification Descriptors
Academic Minimum Standards

For assistance please contact HR Division Ph. 6125 3346
Position Description

College/Division: College of Science
Faculty/School/Centre: Fenner School of Environment and Society
Department/Unit: Sustainable Farms Project
Position Title: Research and Extension Officer
Classification: ANU Officer Grade 7 (Research)

PURPOSE STATEMENT:
Sustainable Farms is an initiative at The Australian National University with a vision to empower farmers to adopt farming practices that will directly benefit biodiversity conservation, improve farm profitability, and assist in improving the well-being of farmers. The Senior Research and Extension Officer will accelerate on-ground change in practices to better conserve farmland biodiversity. The incumbent requires solid knowledge of vertebrate field ecology, with a strong track record of communication and engagement preferably in the farm sector. This is an off-campus position based at one of the regional offices, ideally Wagga Wagga. The role also involves substantial amounts of travel the project area (see map).

KEY ACCOUNTABILITY AREAS:
Position Dimension & Relationships:
The Senior Research and Extension Officer is responsible to Michelle Young, the Director of Sustainable Farms, and works closely with the lead scientist Professor David Lindenmayer, and other members of the Sustainable Farms team to undertake long-term monitoring of biodiversity on farms. The Officer also works closely with external stakeholders to deliver an extension program to farmers and NRM agencies and practitioners.

Role Statement:
Under broad direction, the Senior Research and Extension Officer will:

- Coordinating and conducting monitoring activities to collect high quality biophysical data on vegetation structure, floristics, birds, frogs, reptiles and arboreal marsupials as part of long-term ecological monitoring programs. This will involve conducting experimental work and/or fieldwork and related activities on farms across the Sustainable Farms project area.
- Translate research findings from the Long-Term Monitoring studies and other ANU research, to farmers, NRM agencies and practitioners in public forums including field days, information sessions and media interviews, as required.
- Maintain and create effective communications and relationships with various stakeholders, including building the capacity of staff from NRM agencies and Landcare groups to support conservation practices on farms through improved natural asset management, particularly farm dams and vegetation cover.
- Proactively sourcing relevant funding opportunities with NRM agencies and Landcare groups including developing funding proposals and grant applications to build capacity within the sector.
• Contribute to the financial management of Sustainable Farms outputs including providing timely progress reporting as required by Sustainable Farms Director and external funding agencies.

• Coordinate the provision of efficient general support on a range of matters related to the allocated research activities, including:
  ♦ Utilising the Conservation and Long-term Ecology database data capture systems to ensure fieldwork data is stored and shared according to project requirements and in accordance with metadata.
  ♦ Coordinating relevant approvals to ensure compliance with regulatory and policy requirements including the ethics approval for the research team, as required.

• Provide leadership and support other team members, and to researchers from other disciplines working in Sustainable Farms to coordinate farm dam research activities and other surveys in the Southwest Slopes. This may involve direct staff supervision.

• Perform other duties as requested, consistent with the classification level of the position and in line with the principle of multi-skilling.

• Comply with all ANU policies and procedures, and in particular those relating to work health and safety and equal opportunity.

SELECTION CRITERIA:

1. Qualifications in ecology or a closely related discipline and extensive experience in research translation role, or an equivalent combination of relevant experience and education/training.

2. Sound knowledge of and demonstrated experience conducting field-based flora and fauna surveys, including very high-level bird identification skills, with a preference for temperate woodland ecosystem experience. As well as experience in managing research data, and obtaining relevant approvals and licences for surveys.

3. A proven science communicator with outstanding people skills and a passion for public engagement.

4. Demonstrated high level interpersonal and management skills, including an ability to mentor and supervise staff and an ability to consult and liaise effectively with staff across all areas of the Sustainable Farms project at different locations.

5. Proven organisational and project-management skills and attention to detail, with a demonstrated ability to prioritise own workload and to work effectively both independently and as part of a team, meeting competing deadlines and delivering high-quality outcomes.

6. Willingness to travel to sites throughout NSW on a regular basis and be in the field for extended periods of time.

7. High level computer skills with demonstrated experience using information systems to generate complex reports and skills using the MSOffice suite, in particular Excel. Demonstrated experience using and maintaining databases for research purposes is required.

8. A demonstrated understanding of equal opportunity principles and policies and a commitment to their application in a University context.

The ANU conducts background checks on potential employees, and employment in this position is conditional on satisfactory results in accordance with the Background Checking Procedure which sets out the types of checks required by each type of position.

Supervisor/Delegate Signature: __________________________________________________________________________ Date: 19/10/2021

Printed Name: Michelle Young Uni ID: __________________________________________________________________________

References:

General Staff Classification Descriptors
Academic Minimum Standards
In accordance with the Work Health and Safety Act 2011 (Cth) the University has a primary duty of care, so far as reasonably practicable, to ensure the health and safety of all staff while they are at work in the University.

- This form must be completed by the supervisor of the advertised position and appended to the back of the Position Description.
- This form is used to advise potential applicants of work environment and health and safety hazards prior to application.
- Once an applicant has been selected for the position they must familiarise themselves with the University WHS Management System via Handbook guidance [https://services.anu.edu.au/human-resources/health-safety/whs-management-system-handbook](https://services.anu.edu.au/human-resources/health-safety/whs-management-system-handbook).
- The hazards identified below are of generic nature in relation to the position. It is not correlated directly to training required for the specific staff to be engaged. Identification of individual WHS training needs must be in accordance with WHS Local Training Plan and through the WHS induction programs and Performance Development Review Process.

## Potential Hazards

- Please indicate whether the duties associated with appointment will result in exposure to any of the following potential hazards, either as a regular or occasional part of the duties.

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**OTHER POTENTIAL HAZARDS (please specify):**

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<th>Michelle Young</th>
<th>Date:</th>
<th>19/10/2021</th>
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