

Position Description – Ecological Consultant

Organisational Context

Practical Ecology Pty Ltd has been in operation since 1993 and is one of Victoria's leading ecological consultancies. We have a team of experienced consultants that focus on ecology and bushfire risk management, and undertake a diverse range of projects for private and public landowners/managers across Victoria.

Our ecological consulting services focus on undertaking flora and fauna surveys, within a view to determining legislative implications associated with likely impacts and/or the provision of land management advice to retain and protect the values present at a given site. We also provide a skilled team of bushland restoration practitioners that undertake weed control, planned burning, revegetation and general vegetation management.

Management Structure

The Ecological Consultant reports directly to the Consultant Coordinator, and in their absence, to the Managing Director. The position requires liaises with other Ecological Consultants, GIS Officers and Technical Assistants along with Administration, Contracting Staff and Sub-contractors.

Responsibilities of Position

The Ecological Consultant will need to apply their experience, knowledge and skills to assist with and manage a variety of ecological consulting projects. The purpose of this role is to support our ecological consulting team with undertaking ecological surveys and reporting, as well as providing ecological advice to clients and preparing quotes/tenders.

The role requires the demonstrated ability to:

- prepare quotes and tenders for ecology related projects
- undertake research and provide concise and accurate technical reporting to respond to project needs at quoting stage and/or during project completion
- plan, co-ordinate and undertake field based flora/fauna surveys
- provide technical advice and assistance to other consultants with Practical Ecology, and directly to clients as required
- negotiate with clients and authorities to address legislative and policy requirements
- prepare management plans, particularly in relation to land management, offsets and vegetation/habitat management
- manage projects, including liaison with internal staff members, management of client relationships, and delivery of high quality reports and associated mapping products
- ensure completion of projects in a safe and timely manner, while in line with project budgets
- attend client meetings and deliver presentations as required
- build and develop client relationships
- work within a team environment, including attendance at consultants meetings and contribution to the work environment through a willingness to share knowledge and learn from others

- abide by company policies and procedure
- for ecological consultants with a background in zoology, ideally assist with and also undertake botanical surveys, including Vegetation Quality Assessment, as well as prepare management plans and other reports/documents as they relate to vegetation management/removal and associated policy in Victoria (may also be required to undertake bushfire management statements if associated with the broader ecological project).

Conditions of Employment

The position will be of an ongoing nature, with terms subject to further discussion.

Hours:

Usual hours of work will be between 8.30 am and 5.00pm, Monday to Friday. The proposed hours are equivalent to a full-time (38 hours) although flexibility regarding exact work times is offered.

Given the nature of ecological consulting, note that you should be prepared to work flexible hours outside of this scope, particularly when conducting field surveys, and be willing to travel to field locations throughout Victoria.

The structure of the position and the ethos of the organisation are designed to provide flexibility for the employee.

Review:

This position is subject to a three-month probationary period at the end of which a formal review process will occur. On-going performance reviews are then undertaken on an annual basis.

Location:

The primary work location is the Preston office. Site visits (approx. one day per five-day week) mostly occur on the fringes of metropolitan Melbourne but also throughout regional Victoria.

Travel:

Company vehicles are available on a booking basis for site visits. Adequate parking for private vehicles and bicycles is available at the Preston office.

Remuneration:

To be negotiated dependent on skill and experience.

Package includes hourly rate and inclusion in a Bonus Scheme which provides for annual leave and potential end-of-year bonus of up to 10% of annual income. The Bonus Scheme is available after six months' full-time employment and annual bonus dependent on individual and company performance.

Selection Criteria

The following Selection Criteria apply to this position:

- *Tertiary qualifications (degree or higher) in Ecology/Environmental Science (botany/ecology), Natural Resource Management or related discipline.*
- *Knowledge of the flora and vegetation communities of Greater Melbourne and regional Victoria, with excellent identification skills (fauna identification highly regarded)*
- *Experience in undertaking field based ecological surveys (5+ years with a focus on botany/ecology), preferably in an ecological consulting capacity or similar (either with Government or the private sector).*
- *A sound working knowledge, and ability to apply, relevant legislation and policy including Victoria's Guidelines for the removal, destruction or lopping of native vegetation and other relevant environmental legislation, including the FFG Act and the EPBC Act.*
- *Demonstrated ability to prepare ecological reports and other related documents, including flora and fauna assessments, impact assessments and management plans.*
- *Demonstrated experience in project management, including liaison with clients, working on and managing multiple projects, meeting deadlines and working within a budget.*
- *A high level of professionalism, exemplified by excellent time management and communication skills, including sound negotiation and interpersonal skills to build and maintain client relationships.*
- *An ability to work independently but also within a team environment, showing teamwork and leadership ability.*
- *High level of computer literacy (with GIS abilities highly regarded)*
- *Current Australian driver's license and accreditation as a native vegetation assessor (via a VQA competency check) essential*
- *Knowledge of practical native vegetation management, restoration and weed control, will be highly regarded.*