



## Ecology Graduate Employment Program

### Overview

*Program aim:* to provide on-the-job learning and training in practical, analytical, academic and leadership skills in preparation for a career in Conservation Science, through applying and building on the skills learnt through an Honours or PhD program to the Turner Family Foundation Ecology and Conservation Program.

The Turner Family Foundation's long-term vision is to support resilient functioning ecosystems across our network of properties and the broader region, where key species and processes are restored, land use is sustainable and people are connected with nature.

The Ecology Graduate Program provides inspiring, challenging and rewarding opportunities in an environment where skills can be developed and confidence can grow, after which graduates may pursue further study or move on with essential skillsets. The program has been developed to give graduates real responsibility while complementing and expanding on what they have learnt in their study.

One position of 24 months duration is currently available for the 2020 program intake, for graduates from The University of Queensland with qualifications of at least BSc Honours.

For all enquiries contact Megan Brady at [megan.brady@turnerfamilyfoundation.com.au](mailto:megan.brady@turnerfamilyfoundation.com.au)

### Learning environment

The program is based at the Hidden Vale Wildlife Centre (HVWC), boasting state of the art facilities that support a wide range of research, teaching and engagement activities. The HVWC serves as a base for these and other conservation activities, including fieldwork across three large private properties that are managed by the Turner Family Foundation: Old Hidden Vale, Spicers Peak Station and Mount Mistake; a total area of 8,367 ha. These properties support a diversity of wildlife, regional ecosystems, habitat types and land uses, and are a veritable science laboratory where innovative solutions can be developed for real world problems.

In addition to formal learning, development and gaining experience across a diversity of challenges, graduates will also receive coaching and mentoring from a network of leaders and graduate alumni.

## Specific activities that graduates can be involved with

- ❖ Restoration of faunal community assemblages, including a focus on ecosystem engineers (e.g. Bettongs, diggers and 'critical weight range' mammals)
  - Planning, design and execution of field surveys (both fauna and habitat), e.g. via trapping, spotlighting, camera surveys and vegetation assessments
  - Literature review to assist research development
  - Data collection, collation, analysis and presentation
  - Preparation of reports and manuscript drafts for publication
- ❖ Effective long-term condition and trend monitoring
  - Data collection, entry and analysis for baseline and trend datasets for key species, guilds and ecological condition
  - Maintain and expand the Hidden Vale Herbarium and various species records
  - GIS mapping and data management
- ❖ Targeted fox research and management
  - Assist with design and implementation of field monitoring program to investigate ecological dynamics of fox management to allow effective adaptive management
- ❖ Restoration and dynamics of top-order predators
  - Monitoring of wild dog population and individuals to examine population and predator-prey dynamics
  - Spotted-tailed quoll monitoring and habitat assessments
  - Literature review to assist research development
- ❖ Skills may also be developed through involvement in internships, site visits or other collaborative arrangements with other environmental agencies, pursuant to the graduate's skillsets
- ❖ Other activities could include assistance with fire ecology and management, and other activities appointed by the Ecology and Conservation Manager

## Eligibility

Eligibility requirements for the 2020 program are:

- an Australian citizen or permanent resident at the time of submitting your application;
- graduate or student of The University of Queensland, with preference given to graduates of The Hidden Vale Project;
- completing your Honours year qualification by December 2019 or have completed your relevant university qualification within the past two years.

## How to apply

To be considered for the 2020 Ecology Graduate Employment Program, send a one page response describing how you meet the qualifications, skills and personal attributes detailed in the attached Position Description, and how these will assist you to fulfil the Key Responsibilities, to Megan Brady, Ecology and Conservation Manager,

[megan.brady@turnerfamilyfoundation.com.au](mailto:megan.brady@turnerfamilyfoundation.com.au), by **9 am Monday December 2, 2019**.

# Ecology Graduate Position Description

<b>Position</b>	TFF Ecology Graduate
<b>Reporting to</b>	Ecology and Conservation Manager
<b>Position Purpose</b>	
Assist with on-ground, research and survey related project activities within the Ecology and Conservation Program of the Turner Family Foundation	
<b>Key Responsibilities</b>	
<ul style="list-style-type: none"> <li>• Structured survey and monitoring of fauna and flora across Turner Family Foundation properties and work areas</li> <li>• Assist to establish field trials and demonstrations, collaborating with universities and stakeholders</li> <li>• Data collection, collation, entry and maintenance for trend datasets for key species, guilds and ecological condition. Assist with data analysis and applying outcomes to adaptive management programs.</li> <li>• Assist with upkeep and expansion of the Hidden Vale Herbarium</li> <li>• Report and present progress, outputs and outcomes in a timely manner</li> <li>• Assist with completion of other tasks as requested by the Ecology and Conservation Manager</li> </ul>	
<b>Qualifications</b>	
<b>Essential</b>	
<ul style="list-style-type: none"> <li>• Honours in Ecology, Environmental Management, Wildlife Science, or a related field</li> <li>• Current manual Driver's Licence</li> </ul>	
<b>Desirable</b>	
<ul style="list-style-type: none"> <li>• Current First Aid Certificate</li> </ul>	
<b>Skills</b>	
<b>Essential</b>	
<ul style="list-style-type: none"> <li>• Computer proficiency including MS Word, MS Excel, Geographic Information Systems (GIS) and EndNote</li> <li>• Practical skills, including comfortable in the use of ecological survey equipment, four wheel drive vehicles and general hand tools</li> <li>• Research, literature review and report writing skills</li> <li>• Experience four wheel driving in a range of conditions</li> </ul>	
<b>Desirable</b>	
<ul style="list-style-type: none"> <li>• South east Qld flora and fauna identification and survey skills</li> <li>• Previous experience on a farm with livestock</li> <li>• Knowledge of Turner Family Foundation properties</li> <li>• Experience communicating natural resource information to a range of audiences in a range of formats</li> </ul>	

**Additional essential personal attributes**

- Excellent communication skills (verbal and written)
- Reliable, responsible and adaptable
- Ability to respond to emerging situations and utilise lateral thinking to solve problems as they arise
- Ability to take verbal and/or written direction
- Good physical fitness and stamina
- Willingness to undertake activities with no prior experience to learn new skills

**Key Internal Relationships**

- Ecology and Conservation Manager
- Farm Managers

**Key External Relationships**

- The University of Queensland, other universities and research institutions
- Private and Government environmental agencies