



EDITOR-IN-CHIEF, ECOLOGICAL MANAGEMENT & RESTORATION

EXPRESSIONS OF INTEREST NOW OPEN – CLOSING 11.59PM, MONDAY AUGUST 2, 2021

The Ecological Society of Australia (ESA) is a not for profit professional membership organisation that has been promoting and coordinating ecological research across Australia for over 60 years. The Editor-in-Chief (EiC) of *Ecological Management & Restoration* (EMR), together with the Executive, sets the journal's editorial strategy (including journal policy, content guidelines and adherence) and is responsible for implementing the journal's editorial policies.

About Ecological Management & Restoration

Ecological Management & Restoration (EMR) is a peer-reviewed Australasian journal committed to forging two-way links between researchers and environmental managers to promote more ecologically based, practicable approaches to the conservation and sustainable management of Indigenous ecosystems. EMR articles draw on international science and practice to contribute to the increasing global knowledge on natural area management, particularly the challenge of integrating biodiversity conservation into physically and socially diverse landscapes in a rapidly changing world.

EMR is the management-oriented journal of the Ecological Society of Australia (ESA). It is published for ESA by Wiley-Blackwell Asia-Pacific, the journal's co-owners. Publication frequency is currently three times per year (April, August and December) with electronic publication one month earlier, and occasional special issues in addition. First published in 2000, EMR is in its 21st year of publication. The journal receives approximately 80 submissions per year and publishes about 45 articles per year (approximately 10 to 17 per issue).

EMR is guided by the Editorial Board lead by an Executive. The Executive is transitioning to a new model, in which it will be made up of the Editor-in-Chief (EiC), Deputy EiC¹, and three Editorial Board members. The Executive is representative of science and practice.

The EiC is responsible to, and reports to, the ESA Board, and is appointed by the ESA Board. The Editorial Board of no more than 30 people is comprised of researchers and practitioners who provide expert assessment and engage qualified reviewers. These representatives attract and progress articles relevant to Australasian ecosystems that encourage more regionally appropriate management and promote innovation relevant to international restoration networks.

¹ The EMR leadership model is currently transitioning to a new model that will include a new role of Deputy EiC (remunerated position). Recruitment for this role will be guided by the new EiC. The Dep EiC will support the EiC to progress the strategic direction of EMR.

EMR has strong links to practicing ecologists through ESA – and to ensure effective outreach to on-ground practitioners, EMR has developed formal affiliate relationships with a number of management-oriented groups including:

- The Society for Ecological Restoration International
- Greening Australia
- The Australian Network for Plant Conservation
- The Australian Association of Bush Regenerators
- Indigenous Flora and Fauna Association

EMR was first listed on the Web of Science (previously referred to as ISI listing), in 2016 with an Impact Factor of 1.139. This increased to 1.561 for 2017, and declined to 1.436 in 2018, and 1.086 in 2019. The journal is ranked at 136/168 in the field of Ecology for 2019.

Position Summary

The Editor-in-Chief (EiC) of *EMR*, together with the Executive, sets the journal's editorial strategy (including journal policy, content guidelines and adherence) and is responsible for implementing the journal's editorial policies.

The EiC serves as the chief ambassador for *EMR* through personal outreach and attendance at meetings and conferences: both face-to-face and electronically.

The EiC upholds the Ecological Society of Australia (ESA) Code of [Equity and Diversity](#). A core value of the ESA is to foster diversity in all its programs, and the EiC will embody this core value of the Society and embed the ESA's commitment to fairness and inclusion in the peer-review process.

The Editors-in-Chief of both ESA journals (*Ecological Management & Restoration* and *Austral Ecology*) are members of the ESA Board, and EiCs must maintain membership in the ESA.

Responsibilities

The EiC is responsible for:

- Leading the Editorial Board and advise on the composition and succession plans of the Editorial Board members and mentor new members;
- Attracting submissions from authors representing the diversity of ESA membership and the broader ecology community;
- Establishing the journal's standards for manuscript acceptance;
- Setting standards for desk rejections and/or referrals to more appropriate journals;
- Maintaining oversight of a well-defined peer-review process;
- Maintaining the integrity and confidentiality of each author's work while that work is under peer review;
- Corresponding with authors, editors, reviewers and readers regarding peer review and/or manuscript decisions;

- Ensuring efficient handling of the manuscripts by the Editors (the Editorial Board) and maintain frequent communication with the Wiley production team once the papers are approved for publication.
- Handling incidences of error and allegations of misconduct, while keeping the ESA and Publisher informed, as appropriate;
- Being conversant with issues and approaches around avoiding bias in evaluation and editorial processes;
- Maintaining high scientific standards in the peer-review process and ensure that the journal adheres to ethical standards (i.e. COPE guidelines);
- Delivering adequate inventory of high-quality manuscripts to complete issues per the agreed-upon schedule.
- Providing (or inviting on a regular basis) thoughtful editorial comment on the more difficult or interesting aspects of restoration. As these editorials need to be thoroughly grounded upon both what is happening in the field and in the literature, the EiC would at least need to have a strong grasp of restoration and management issues in Australasia.

Working with the Executive Committee, the EiC also:

- sets overall journal policy content and guidelines, and oversees adherence to these
- oversees journal finances,
- appoints new or replacement members to the Editorial Board as required., and
- cultivates the performance of a diverse, Australasian Editorial Board, including the Executive and Editors

Importantly, the EiC is responsible for maintaining the editorial philosophy of the journal. The editorial philosophy emphasises the scientific nature of the discipline of restoration and ecosystem management, while allowing the journal to acknowledge the discipline's role in redressing past mistakes and fostering future solutions.

“Ecological management and restoration is the process of maintaining and repairing plant and animal communities within a context of biodiversity conservation and ecologically sustainable utilisation.

The effective practice of ecological management and restoration depends upon a two-way collaboration between ecologists and field managers to devise new hypotheses, sound experimentation, effective treatments and reliable monitoring.”

The EiC will serve as an arbiter in cases of controversy between authors, reviewers, or editors.

In collaboration with the ESA Board and Journals Working Group, the EiC will regularly revisit and, together with the Executive Committee, update the journal's aims and scope as needed to uphold and further enhance *EMR* editorial quality, relevance, online usage, and Impact Factor.

The EiC is supported by Wiley staff:

- the Journal Publishing Manager – Journal strategy;
- Associate Managing Editor – ScholarOne management;
- *EMR* Editorial Office – submission management;
- Production Editor – manuscript production and Issue development.

Reporting and governance

The Editor-in-Chief participates in an annual Publications Strategy Meeting. The EiC will present at least two journal updates to the ESA Board and *EMR* Editorial Board each year.

The EiC will report annually to the ESA Annual General Meeting regarding the editorial performance of *EMR*, including key publishing statistics such as time to first decision, time to publication, and Impact Factor; notable editorial activities; significant publishing events; and/or articles that made a significant impact on the field.

The EiC serves as a member of the ESA Journals Working Group and is expected to work in a collegial manner with the ESA Board, Journals Working Group, *EMR* Editorial Board, Executive Officer, Society staff, and the publisher.

Qualifications and Required Skills

The ESA seeks a creative, dynamic editor to lead *EMR* into the future. The EiC must possess the energy and vision to sustain and further develop the journal as a leading voice in the field of applied ecology.

The EiC is expected to possess a core expertise in ecology, with an emphasis on restoration, ecological management and experience with ecological practitioners.

Essential

- Be active in the field of the journal target audience (people working on ecosystem management and restoration at all tiers of government, community and industry – including both researchers and managers)
- Have a background that reflects high standards in research and publication;
- Possess demonstrated editorial experience with a scholarly journal;

Desirable

- Be an active researcher and recognised expert in the field of ecological management and restoration;
- Be interested in the evolving business models and relevant technological advances in publishing;
- Be in a position to attract respected experts to serve on *EMR* Editorial Board;
- Have a willingness to explore the use of social media and technology tools as a means of enhancing journal usage and author interest;
- Demonstrate strong leadership, organizational and communication skills, with a focus on service and positive author experiences;
- Be fair and trustworthy, while possessing the ability to make difficult decisions;
- Be conversant with issues and approaches around avoiding bias in evaluation and editorial processes;

- Be a member of the ESA.

The ESA expects that the EiC will perform the editorial obligations in a manner consistent with the highest standards of professionalism, competence, integrity, and ethics. The EiC will not engage in any conduct that may bring harm or disrepute upon the journal or the Society. This position will involve travel to the ESA Annual Conference, with travel costs covered by the ESA.

Term and Compensation

The Editor-in-Chief will serve an initial five-year term, assuming full responsibility as EIC of *EMR* in January 2022. At the discretion of the ESA Board, the EIC's contract may be renewed beyond the initial term.

A transition period will begin in September 2021, so the incoming EIC can work with ESA staff and the current Editor to learn about the journal, its processes and workflows. The ESA offers an annual honorarium of AUD\$15,000 for this Position.

How to Apply

The ESA encourages individuals with diverse and global backgrounds to apply for this position. Candidates will be assessed on their track record in academic publishing, leadership experience, overall strength of their CV, specific knowledge of ecological applications, their connectivity to the ecological applications community, their available time commitment, and their vision for the journal.

To apply, please submit the following materials to the ESA's Search Committee:

- A current curriculum vitae;
- A letter of interest that summarises your qualifications, including relevant journal experience;
- A vision statement (1-2 pages) describing your goals for *EMR*, including any areas for growth or improvement across peer review, inclusivity, and breadth and scope of research.

Application materials should be submitted using the online portal:

<https://www.ecolsoc.org.au/opportunities/professional/apply-for-ecological-management-restoration-editor-in-chief-position/>

All application materials will be kept confidential. No late applications will be considered.

Questions about the position may be sent, in confidence, to executiveofficer@ecolsoc.org.au. No phone calls and no recruiters, please.