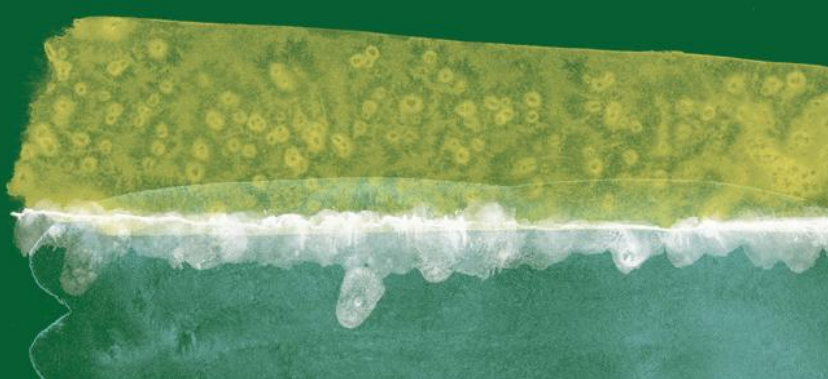




Position description

POSITION TITLE	Field Ecologist – Mid West
ROLE GRADE	C
LOCATION	Geraldton, Western Australia
DATE REVIEWED	June 2026
POSITION BASIS	Full time, Ongoing

Introduction

[Bush Heritage Australia](#) is a leading conservation organisation dedicated to protecting ecosystems and wildlife across Australia. By [2030](#), Bush Heritage Australia aims to protect, restore, and regenerate 30 million hectares of land, double its direct land management and enhance biodiversity while deepening [Aboriginal partnerships](#). We work alongside farmers and private landholders to [boost biodiversity on agricultural lands](#).

Bush Heritage Australia is supported by a [Senior Leadership Team and a Board](#), with Aboriginal and Torres Strait Islander representation. Our success relies on committed staff, volunteers, and supporters, while honouring Traditional Custodians and their enduring connection to the land. Our [values](#) guide our actions and shape the positive impact we make.

Position summary

Reporting to the Restoration Ecologist, the Field Ecologist is accountable for fulfilling the Key Responsibilities and Duties associated with this position. The Field Ecologist will work with relevant staff, partners and the broader scientific and natural resource management community to assist in the delivery of a science program that reflects the conservation, cultural, and land management priorities of the Mid West region of WA. The Field Ecologist will support the design and implementation of monitoring plans for Mid West reserves. This position will contribute to the development, review and adaptation of reserve management plans, monitoring plans and reports on progress against goals. This position will work collaboratively with the relevant Senior Ecologists, Ecologists, Healthy Landscape Managers, and Reserve Managers to ensure learnings from conservation management, species' recovery and research programs are incorporated into plans to enable adaptive management of our reserves. The incumbent will provide technical and logistical input for the development and delivery of conservation activities that aligns with contemporary best practice adaptive management.

The Field Ecologist will be responsible for supporting research and monitoring programs. Where appropriate, it is expected that this position will be available to support Bush Heritage partnerships

such as Aboriginal partnerships, natural capital and agricultural partnerships as well as other conservation collaborations.

This position is also required to communicate information concerning Bush Heritage's conservation programs to supporters and key stakeholders.

Key responsibilities

Primary responsibilities:

1. Supporting implementation of ecological monitoring on reserves and partnerships
2. Supervision of volunteers to undertake ecological monitoring on reserves
3. Providing monitoring data in a timely manner to the central database and supporting data proofing, analysis, evaluating and reporting, including the use of field data capture in Survey 123 forms
4. Contributing to technical, management and logistical advice for the development and delivery of conservation activities, including restoration, partnerships, and acquisition
5. Providing ecological advice and expertise (within area of experience), in the development and review of plans and associated strategies
6. Support permit and licencing requirements to carry out monitoring and research programs
7. Reporting on progress, initiatives, and outcomes in all areas of activity in Adaptive Management software (Miradi)
8. Participating and engaging with the media, marketing and fundraising events, providing presentations/reports to supporters
9. Ensuring all Bush Heritage Health Safety and Environment Management Systems are followed and are incorporated into all activities, and that there is a safe work culture
10. Other duties, as required from time to time, consistent with the position grading

Key outcomes:

1. Rigorous monitoring and evaluation that informs evidence-based adaptive management as per the applicable Reserve Management Plans
2. Build and maintain stakeholder relationships that build new knowledge and allow insights to be shared to improve conservation outcomes in the Priority Landscapes and the wider landscape
3. Increasing organisational capacity in managing specific ecosystems
4. Broader perspectives on organisational processes and ecological discussions

Selection criteria

Essential

- Relevant tertiary qualifications in ecology or related discipline
- 2 years or more professional or post-graduate experience in applied ecological monitoring and natural resource management or ecological field research
- Demonstrated experience assisting in the design, implementation and analysis of ecological monitoring and survey programs
- A sound knowledge of the political, ecological, and social issues of ecology in the region
- Demonstrated experience in working effectively and productively in a team environment to deliver natural resource management or research outcomes
- Excellent written and verbal communication skills and the ability to communicate effectively with a diverse range of stakeholders, particularly in regional, rural or remote environments
- Commitment and passion for nature conservation and the objectives and values of Bush Heritage Australia
- Computer literate with Microsoft Office, email, GIS software, statistical software and other basic software packages
- A current manual motor vehicle driver's licence and demonstrated 4WD experience
- A workplace First Aid Certificate or ability to obtain it

Desirable

- Honours or Masters in ecology or related disciplines
- Experience with the Esri suite of software including ArcGIS Pro
- Knowledge of Health, Safety and Environment and risk assessment procedures and requirements
- Demonstrated understanding and experience in working with Aboriginal people, Traditional Custodians, volunteers, NRM groups, the pastoral sector and other landholders, and the development and maintenance of relationships with these stakeholders

Work Health and Safety – Job Demands Checklist

For a detailed list of demands specific to this role (environmental, physical, psychosocial, sensory), please view the Appendix. Please note that this list is not exhaustive, and requirements may change in accordance with job needs. However, at this time, the line manager deems these as important for the role.

Position Relationships

Position title of manager	Restoration Ecologist
Position titles which also report to manager	None
Titles of positions that report to this position	Volunteers and contractors
Key internal relationships	Ecologists, Senior Ecologists, Reserve Managers, Healthy Landscape Manager, national Science and Conservation Team
Key external relationships	Aboriginal partners, NRM groups

Planning

assist with the development, review and adaptation of reserve management plans to contribute to the development and review of reserve management plans under guidance from senior staff

Tone down “expertise” positioning

providing ecological advice and expertise to providing technical input and ecological advice within area of experience

Highlight supervisory support:

Suggestion to add a line like - “Works under the direction of the Ecologist and Senior Ecologists”

Appendix

Work Health and Safety – Job Demands Checklist

The purpose of this form is to identify and manage potential risks associated with the position in relation to the prospective employee. It may also be used to provide information to a Health Professional conducting a pre-employment medical assessment. Identifying possible risks can assist in developing appropriate training plans to help minimise workplace hazards.

The checklist below outlines common physical, environmental, and psycho-social demands that may be associated with this role. However, due to the varied nature of tasks and work environments, this is not an exhaustive list. Additional or role-specific physical requirements may apply depending on the specific duties of the position.

By completing an online application, you will be asked to confirm that you have read the job description, including the table below, which identifies potential workplace hazards. You will also be asked to disclose any health concerns that may impact your ability to undertake the duties outlined for this role.

Job Demands Frequency Key:

N/A - does not apply to this job

Infrequent - intermittent activity exists for a short time on a very infrequent basis

Occasional - activity exists up to 1/3 of the time when performing the job

Frequent - activity exists between 1/3 and 2/3 of the time when performing the job

Constant - activity exists for more than 2/3 of the time when performing the job

	N/A	Infrequent	Occasional	Frequent	Constant
Environmental Demands					
Dust - Exposure to atmospheric dust.	☐	☒	☐	☐	☐
Gases - Working with explosive or flammable gases requiring precautionary measures.	☒	☐	☐	☐	☐

Fumes - Exposure to noxious or toxic fumes.	☐	☒	☐	☐	☐
Liquids - Working with corrosive, toxic or poisonous liquids or chemicals requiring PPE.	☐	☒	☐	☐	☐
Noise - Environmental / background noise requiring people raise their voice to be heard when 1 metre apart.	☐	☒	☐	☐	☐
Hazardous substances - e.g. herbicides, poisons.	☐	☒	☐	☐	☐
Inadequate Lighting - Risk of trips, falls or eyestrain.	☐	☐	☒	☐	☐
Sunlight - Risk of sunburn exists from spending extended periods of time in sun.	☐	☐	☐	☒	☐
Extreme Temperatures - as relevant to the location of the position. Outside work may be limited to only small work windows during the day as a result of extreme temperatures.	☐	☐	☒	☐	☐
Confined Spaces - areas where only one egress (escape route) exists.	☒	☐	☐	☐	☐
Slippery or Uneven Surfaces - Greasy or wet floor surfaces, ramps, uneven ground.	☐	☐	☒	☐	☐
Housekeeping - Obstructions to walkways and work areas cause trips and falls.	☐	☒	☐	☐	☐
Biological Hazards - e.g. exposure to bodily fluids, bacteria, infectious diseases.	☐	☒	☐	☐	☐

Physical Demands	N/A	Infrequent	Occasional	Frequent	Constant
Sitting - remaining in a seated position to perform tasks for extended periods	☐	☐	☐	☒	☐
Sitting in vehicles – long drives of up to 8 to 10 hours in a single day may occur	☐	☐	☒	☐	☐
Standing - remaining standing without moving about to perform tasks.	☐	☐	☒	☐	☐
Walking ground: even / uneven / slippery, indoors / outdoors, slopes.	☐	☐	☒	☐	☐
Running ground: even / uneven / slippery, indoors / outdoors, slopes.	☒	☐	☐	☐	☐
Bend/Lean Forward from Waist - Forward bending from the waist to perform tasks.	☐	☐	☒	☐	☐
Trunk Twisting - Turning from the waist while sitting or standing to perform tasks.	☐	☐	☒	☐	☐
Kneeling - remaining in a kneeling posture to perform tasks for extended periods of time.	☐	☒	☐	☐	☐

Squatting/Crouching - Adopting a squatting or crouching posture to perform tasks for a period of time.	☐	☒	☐	☐	☐
Leg /Foot Movement - Use of leg and / or foot to operate machinery.	☐	☒	☐	☐	☐
Climbing (stairs/ladders) - Ascend / descend stairs, ladders, and steps.	☐	☒	☐	☐	☐
Lifting/Carrying - Light lifting & carrying - 0 - 9 kg.	☐	☐	☒	☐	☐
Lifting/Carrying - Moderate lifting & carrying - 10 - 15 kg.	☐	☒	☐	☐	☐
Lifting /Carrying - Heavy lifting & carrying - 16kg & above.	☐	☒	☐	☐	☐
Reaching - Arms fully extended forward or elevating above shoulder.	☐	☒	☐	☐	☐
Pushing/Pulling/Restraining - Using force to hold or move objects to or from the body.	☐	☒	☐	☐	☐
Head/Neck Postures - Holding head in a position other than neutral (facing forward).		☒	☐	☐	☐
Hand & Arm Movements - Repetitive movements of hands and arms.		☐	☒	☐	☐
Grasping/Fine Manipulation - Gripping, holding, clasping with fingers or hands.		☐	☒	☐	☐
Work At Heights - Using ladders, accessing roof racks, stools, scaffolding, or other objects to perform work.		☒	☐	☐	☐
Driving - Operating any machinery that is mobile.		☐	☒	☐	☐

	N/A	Infrequent	Occasional	Frequent	Constant
Psycho-social Demands					
Distressed People - e.g. Emergency or grief situations.	☐	☒	☐	☐	☐
Aggressive & Uncooperative People.	☐	☒	☐	☐	☐
Exposure to cultural differences – e.g. work requires or involves discussions and interactions with diverse Aboriginal and Torres Strait cultures.	☐	☐	☒	☐	☐
Exposure to Distressing Situations - e.g. animal death.	☐	☒	☐	☐	☐
Remote working conditions - e.g. hours away from nearest town, hours away from nearest town. May be required to camp or live in donga with limited or shared access to amenities.	☐	☐	☒	☐	☐
Social isolation - This job may involve extended periods of isolation. This may include the inability to get off reserve for extended periods of time up to 6 weeks due to local or regional flooding at certain times of the year.	☐	☒	☐	☐	☐

Social connectedness – work requires or involves discussion of duties with other people, online or in person	☐	☐	☐	☒	☐
Proximity – work requires or involves being physically close to other people	☐	☐	☒	☐	☐

Sensory Demands	N/A	Infrequent	Occasional	Frequent	Constant
Sight - Use of sight is an integral part of work performance e.g. computer screens. Using microscope to identify species, data entry via I-pad, phone or computer.	☐	☐	☐	☐	☒
Hearing - Use of hearing is an integral part of work performance e.g. phone meetings.	☐	☐	☐	☒	☐
Smell - Use of smell is an integral part of work performance e.g. Working with chemicals.	☐	☒	☐	☐	☐
Taste - Use of taste is an integral part of work performance e.g. Food preparation.	☐	☒	☐	☐	☐
Touch - Use of touch is an integral part of work performance (typing).	☐	☐	☐	☐	☒