

Expeditioner Band 2.5 (APS 6) – Wildlife Biologist (Macquarie Island)

Classification	Expeditioner Band 2.5 (APS 6) - \$105,861 pa
Total Remuneration	\$178,797 pa (When in Antarctica/sub-Antarctic, inclusive of Antarctic Allowances)
Division	Australian Antarctic Division
Branch	Science
Section	East Antarctic Monitoring Program
Location	Kingston, Tasmania and Antarctic/sub-Antarctic deployment
Employment Status	Non-Ongoing (temporary)
Hours	Full-time (37.5 hours per week)
Security Clearance	Not Required

WHO WE ARE – Australian Antarctic Division (AAD)

The AAD is part of the Commonwealth Department of Climate Change, Energy, the Environment and Water (DCCEEW). As primary agency for Australia's Antarctic Program (AAP), the AAD is responsible for achieving the Australian Government's Antarctic goals to:

- maintain the Antarctic Treaty System and enhance Australia's influence within it
- protect the Antarctic environment
- understand the role of Antarctica in the global climate system
- undertake scientific work of practical, economic and national significance.

THE JOB

The Wildlife Biologist will contribute to the implementation of the Macquarie Island Wildlife Monitoring Program. This program provides critical data on priority vertebrate species to fulfil Australia's reporting obligations under national and international agreements, including the Agreement for the Conservation of Albatross and Petrels (ACAP). The program is designed to be responsive to changing population trends and to help identify and monitor emerging threats in a timely manner. This enables an assessment of the consequences and, where possible and appropriate, identify and develop strategies to directly mitigate, build resilience or otherwise manage impacts. With the increasing likelihood of H5 bird flu arriving on the island, updated population data is required for priority species to assess any impact of the disease to wildlife populations. This includes species listed under ACAP, threatened and endemic species subject to Recovery Plans, and those taxa likely to be impacted by H5 bird flu. This requires a combination of long-term baseline surveillance

and targeted studies to identify and quantify potential risks. This work delivers on a key theme of the Australian Antarctic Division's Decadal Plan: *Comprehensive protection, conservation and management of the unique environments, associated ecosystems and biodiversity of Antarctica and the Southern Ocean*. The Wildlife Biologist will spend 6-12 months based on Macquarie Island as part of a small multi-agency field team and live as part of the small island community as an expeditioner with the Australian Antarctic Program.

The Wildlife Biologist will participate and assist with:

- Surveillance for the presence of high pathogenic avian influenza (H5 bird flu) and assess any impact to wildlife populations
- Field surveys to estimate population sizes, spatial distribution and breeding success of priority seabird and seal species breeding on Macquarie Island
- Preparation and planning of field trips, including preparation of field equipment, hut bookings, field trip approvals, and adhering to ethics and scientific permit conditions
- Collection and curation of biological samples and maintenance and entry of field data following established protocols, including operating under protocols associated with the possibility of H5 bird flu being detected in the area
- Report writing, data checking and archiving, and data analysis associated with program research objectives

The research will be carried out in collaboration with colleagues from the Marine Conservation Program and Tasmania Parks and Wildlife Service (Department of Natural Resources and Environment Tasmania, NRE-Tas), and Institute for Marine and Antarctic Studies (UTAS). Monitoring of wildlife on Macquarie Island underpins much of the management and protection of this National and World Heritage listed site, providing informed and robust advice for policy makers and stakeholders. Population status and trend data inform conservation listings, recovery planning, inclusion in international agreements and other fora to assist global conservation and management efforts.

Key duties:

The position will report to the EAMP Monitoring Research Scientist but will collaborate with both the NRE-Tas and UTAS to deliver the Macquarie Island Wildlife Monitoring Program. While on Macquarie Island the position will also be under the direction of the Station Leader and work within a multi-agency wildlife field team.

The Wildlife Biologist role is to apply professional knowledge, skills and previous experience to the collection, processing, collation and analysis of seabird and seal data within an approved and established long-term research program. Data from this position will contribute directly to meeting Australia's international monitoring obligations on seabirds and seals in support of Australia's contribution to the Agreement for the Conservation of Albatross and Petrels and Threatened Species Recovery Plans. There will be a particular emphasis on obtaining priority population data to assess the impact of the H5 bird flu on wildlife populations.

The Wildlife Biologist will:

- Carry out surveys of seabird and seal populations for signs of H5 bird flu;
- Use a range of population survey methods, including ground surveys, drone (RePL, if licenced) and remote sensing techniques, to estimate population sizes, spatial distribution and breeding success of priority seabird and seal species breeding on Macquarie Island
- Prepare and plan field trips, including preparation of field equipment, hut bookings, field trip approvals, and adhering to ethics and scientific permit conditions;
- Collect and curate biological samples and maintain and enter field data following established protocols
- Update species population and spatial databases and carry out data analysis to meet program objectives

- Provide regular updates to the project team in Hobart and undertake end of season field reporting

WHAT WE ARE LOOKING FOR - ESSENTIAL

Required Identification/Qualification/Licence/Ticket	When you need to provide evidence	
	Provide copy with application	obtained prior to job commencement
Qualification - Post-graduate Degree or Diploma in a relevant scientific or related discipline from an Australian tertiary institution, or a comparable overseas institution.	✓	
Driver's licence – Current, unrestricted “C” class (manual) Australian driver's licence	✓	
Citizenship - In accordance with the PS Act 1999, APS employees are required to be Australian citizens. Persons who are not Australian citizens will generally only be considered where there are no suitable Australian applicants, with next considerations being Australian residents with work rights and New Zealand citizens.	✓	
Valid Passport - The expiry date of the passport (and any relevant visa) must be at least 6 months beyond the planned end date of your intended stay in the Antarctic or sub-Antarctic		✓
Provide First Aid (HLTAID011) must be valid for at least 18 months beyond the date of AAD commencement.		✓
Provide basic emergency life support (HLTAID010) must be valid for at least 18 months beyond the date of AAD commencement.		✓
Provide CPR (HLTAID009) must be valid for at least 6 months beyond the date of AAD commencement		✓

Knowledge and experience:

- A strong knowledge of ecological principles, wildlife management and experience undertaking scientific research;
- Experience carrying out population surveys of seabirds and seals using a range of techniques; including ground surveys, mark-recapture, drone, and other remote sensing technologies.
- Experience working effectively and harmoniously in small field teams or autonomously with limited supervision and have a strong work ethic and motivation for field work;
- Knowledge of and experience working under strict biosecurity measures, scientific and ethics permit conditions and Work Health & Safety requirements;
- Experience in recording and managing accurate field data in a thorough and organised manner, with good organisational and report writing skills, and demonstrated ability to follow strict field protocols for data collection, maintain and curate field and sample data, and ensure strong attention to detail.
- Demonstrated experience and ability to undertake routine data entry and processing tasks (Microsoft Excel and Access), data analysis (e.g. R) and mapping (e.g. ArcGIS/QGIS).

- A high level of fitness and a demonstrated ability to work in cold and remote environments, walking across rough terrain and steep slopes carrying a pack for long periods exposed to inclement weather (ideally with prior Antarctic or Sub-Antarctic experience) with a commitment to safety.
- Demonstrated ability to communicate with influence in oral and written form to achieve effective outcomes. Willingness and flexibility to contribute to other station and field activities as required.

WHAT WE ARE LOOKING FOR – DESIRABLE

While not essential, experience in some of the following areas will be highly regarded. We encourage you to apply even if you don't meet all of the criteria.

- Hold a current 'A' or 'R' class Australian Bird and Bat Banding Scheme (ABBBBS) banding authority
- Hold a current RePL drone licence and applicable experience

ELIGIBILITY AND OTHER REQUIREMENTS

This position is designated as performing Safety Sensitive Aviation Activities (SSAA) under the organisation's Aviation Drug and Alcohol Management Plan (DAMP) and the Civil Aviation Safety Regulations 1998 (CASR Part 99).

As a condition of employment, employees performing SSAA are required to comply with all applicable drug and alcohol management requirements, including:

- participation in drug and alcohol testing programs (including pre-employment, random, reasonable suspicion, post-incident and return-to-duty testing);
- complying with fitness-for-duty requirements;
- reporting the use of medications or substances that may impair safe performance; and
- complying with all applicable aviation safety policies, procedures and directions.

Drug and alcohol testing may involve the collection and screening of urine and/or oral fluid (saliva) samples in accordance with the organisation's DAMP and relevant legislative requirements.

Further information is available in the organisation's Aviation Drug and Alcohol Management Plan (DAMP) and the Civil Aviation Safety Regulations 1998 (CASR Part 99).

Personal Qualities:

During the recruitment selection process, the AAD assesses individual personal qualities required to successfully live and work in an isolated Antarctic/sub-Antarctic community. Successful candidates need to demonstrate the personal qualities detailed [here](#).

Pre-employment check:

Your suitability for employment will be assessed through pre-employment screening including National Police Check, referee checks, pre-employment medical assessment, specified mandatory qualification(s) validation and completion of required probation period.

Work Health and Safety Obligations:

All employees have a duty to take reasonable care of their own health and safety while at work, to ensure their acts or omissions do not adversely affect the health and safety of other persons in line with any reasonable instruction given to comply with the Work Health and Safety legislation.

HOW TO APPLY

Information about how to apply can be found [here](#), including further information about AAD jobs.