



POSITION DESCRIPTION

Directorate: City and Environment
Directorate

Division: Environment, Heritage and Parks

Business Unit: Office of Nature Conservation

Position Title: Monitoring and Evaluation
Officer - Ecologist

Position Number: P42111

Classification: Professional Officer 2

Location: Hybrid Working Arrangements /
480 Northbourne Avenue, Dickson ACT

Last Reviewed:

Position Requirements: Tertiary qualifications in ecology, environmental science, natural resource management, or similar fields. Current manual driver's licence.

DIRECTORATE OVERVIEW

The City and Environment Directorate (CED) brings together the people, services and systems that shape Canberra's future. We are a new directorate with a bold purpose: to deliver smarter, more connected services that respond to the needs of our Territory and community.

CED was established to align planning and transport, improve efficiency of development decisions, support environmental management, consolidate city services operations, and strengthen how government connects with the community. Our work spans the natural and built environments, city and transport services, and regulatory and customer service functions.

We are here to:

- Deliver streamlined, customer-focused services.
- Align planning, transport and environmental stewardship.
- Consolidate operations for greater efficiency and impact.
- Make government services more accessible, transparent and trusted.

At CED, we put people and place at the centre of everything we do. Whether shaping policy, maintaining public spaces, designing transport networks or supporting regulatory access, our people contribute to a connected, inclusive and resilient Canberra.

DIVISION OVERVIEW

What we do

The Environment, Heritage and Parks Group is responsible for building resilience in the landscape, preserving the ACT's heritage, and achieving long-term nature conservation outcomes. We aim to lead the Territory through promoting liveability and wellness, and ensuring sustainability. The Division develops, administers and oversees implementation of several key environmental and conservation strategies, policies and plans to support the environment and industry.

We deliver the following functions:

- Planning and policy for natural resource management
- Biodiversity conservation
- Heritage conservation
- Environment protection
- Rural services and agriculture
- Park and conservation services
- Fire and forest management
- Research, monitoring and provision of science advice for conservation.

Environment, Heritage and Parks also supports ACT NRM and ACT Heritage.

Who we are

We are a diverse, innovative and professional team of people who come from a wide variety of backgrounds. We welcome people with experience from the community, public and private sectors and believe the more diverse our knowledge base is, the better our results will be.

We value people with innovative and creative ideas, who communicate with candour and respect, and who have the motivation to drive projects from conception through to delivery. We are curious about each other's work and always ask "who else needs to know?"

What we offer

- Interesting and fulfilling work in a unique government environment where you can see the impact you have on the Canberra community.
- The opportunity to work with passionate, innovative and experienced leaders who encourage and support you to develop your interests and expertise.
- A flexible workplace including hybrid work from home arrangements and state of the art accommodation enabling activity-based work.

BUSINESS UNIT OVERVIEW

The Office of Nature Conservation (ONC) brings together policy, science, and data expertise to accelerate unified thinking and action to respond to the conservation challenges facing the ACT. The team focuses on an outcomes-based philosophy to guide and inform on-ground conservation efforts undertaken by partners including the ACT Parks and Conservation Service, volunteer environmental partners and the community.

Through collaboration and engagement with a wide range of internal and external stakeholders, ONC's responsibilities include: delivering research and monitoring programs focused on ACT biodiversity, threats and management interventions; providing expert advice on a range of ACT Government approval, licensing, management, operational and planning processes; advising on and implementing threatened species and ecological community recovery plans; fisheries management; spatial mapping and data; developing and administering key environmental and conservation strategies, policies, plans and legislation, including the Nature Conservation Act 2014 and the Fisheries Act 2000; representing the ACT Government in multiple interjurisdictional and national fora; and providing secretariat support for the ACT Scientific Committee.

POSITION OVERVIEW

As an Ecologist in the Office of Nature Conservation, you will work under the supervision of a Senior Ecologist to deliver an innovative program of ecological research, monitoring, and advice provision to empower adaptive management across the Environment, Heritage and Parks Division.

This position offers the chance to apply ecological science, research and analytical skills to improve conservation outcomes across the ACT. This role focuses on evaluating management effectiveness, developing environmental indicators, and providing scientific advice to inform adaptive management and biodiversity conservation initiatives.

WHAT YOU WILL DO

The key responsibilities of this position will be to:

1. Use ecological data to address research questions around management effectiveness and evaluate outcomes against key objectives.
2. Research, develop and implement indicators and indicator frameworks that assess environmental condition and evaluate the effectiveness of land-management programs and policies.
3. Contribute to the planning, design and implementation of ecological research and monitoring programs, including experimental design, data collection, mapping, review and analysis.
4. Assist in the provision of technical information and advice on the condition and appropriate management of ecosystems to a range of government and non-government stakeholders.
5. Develop high quality scientific and/or technical reports and papers, to support evidence-based decision making, often in collaboration with internal or external stakeholders, including university research partners.
6. Represent the Branch, Division, Directorate and/or ACT Government in local and regional forums as relevant to the role.
7. This position does not involve direct supervision of staff.

WHAT YOU REQUIRE

The following capabilities form the criteria that are required to perform the duties and responsibilities of the position.

Professional / Technical Skills and Knowledge

1. Demonstrated experience and well-developed skills in designing, implementing and evaluating applied ecological research and monitoring programs, including the ability to analyse and interpret

results, assess the effectiveness of management actions, and provide evidence-based recommendations to inform policy, planning and decision-making

2. Demonstrated expertise in developing environmental indicators, performance measures and monitoring and evaluation frameworks that assess environmental condition, track trends, and measure progress towards strategic objectives and targets

Behavioural Capabilities

1. Proven ability to contribute to harmonious and productive teams, consistently display commitment to the implementation of the principles of workplace diversity, participative work practices, workplace health and safety, and compliance with the requirements of the *Territory Records Act 2002*.

Compliance Requirements / Qualifications

1. Tertiary qualifications in ecology, environmental science, natural resource management, or similar fields.
 2. Manual driver's license.
 3. This position does not require a pre-employment medical.
 4. A willingness to work independently in the field, outside normal hours in remote locations and in adverse weather conditions.
 5. Current First Aid Certificate (or willingness to obtain one).
 6. This position does not require a Working with Vulnerable People Check.
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WORK ENVIRONMENT DESCRIPTION

The following work environment description outlines the inherent requirements of the role of Monitoring and Evaluation Officer - Ecologist (position number P42111) and indicates how frequently each of these requirements would be performed. Please note that ACTPS is committed to providing reasonable adjustment and ensuring all individuals have equal opportunities in the workplace.

ADMINISTRATIVE	FREQUENCY
Telephone use	Frequently
General computer use	Frequently
Extensive keying/data entry	Frequently
Graphical/analytical based	Frequently
Sitting at a desk	Frequently
Standing for long periods	Occasionally
Designated workstation <i>The position in an activity based work environment</i>	Never

STANDARD HOURS	FREQUENCY
Flexible working hours (access to flex time)	Frequently
Fixed or specified start/finish times	Occasionally
Expected to work extensive hours over a significant period due to the nature of the duties	Never
Access to Accrued Days Off (ADO's)	Never
Peaks and troughs	Occasionally
Frequent overtime	Never
Rostered shift work	Never

SOCIAL DEMANDS	FREQUENCY
Work with others towards shared goals in a team environment	Frequently
Work in isolation from other staff (remote supervision)	Frequently
Working in a call centre environment	Never
Working directly with the public	Occasionally

PHYSICAL DEMANDS	FREQUENCY
Distance walking (large buildings or inter-building transit)	Occasionally
Working outdoors	Occasionally

MANUAL HANDLING	FREQUENCY
Lifting 0 – 5kg	Occasionally
Lifting 5 – 10kg	Occasionally
Lifting 10kg+	Never
Climbing	Occasionally
Reaching	Occasionally
Bending/squatting	Occasionally

Push/pull	Occasionally
Sequential repetitive movements in a short amount of time	Never

TRAVEL	FREQUENCY
Frequent travel – multiple work sites	Frequently
Frequent travel – driving	Frequently
Frequent travel – interstate	Occasionally

SPECIFIC HAZARDS	FREQUENCY
Working at heights	Never
Exposure to extreme temperatures	Occasionally
Operation of heavy machinery e.g. forklift	Never
Confined spaces	Never
Excessive noise	Never
Low lighting	Never
Handling of dangerous goods/equipment	Never
Working with asbestos	Never
Potential to encounter agitated customers	Occasionally
Exposure to potentially distressing case material	Occasionally

OTHER	FREQUENCY
Uniform required	Occasionally
Personal Protective Equipment (PPE) required	Occasionally