

Role Description

(Non-Manager)



Our purpose – Helping South Australians Conserve, Sustain and Prosper.

Role Title: Ecologist, Threatened Species and Ecological Communities

Division: Biodiversity and Nature Economy

Classification Level: PO2

Branch/Unit: Conservation and Wildlife Branch

CHRIS Position Number: P62104

Reports to (Title): Principal Ecologist, Threatened Species and Ecological Communities

About the Agency – [Department for Environment and Water](#)

About the Role

The Ecologist, Threatened Species and Ecological Communities supports the conservation and management of threatened species and ecological communities by developing high quality technical and policy advice and recovery approaches.

The role is responsible for developing and reviewing policies, plans, proposals and communications materials, and providing technical, scientific and policy expertise to inform translocation, recovery planning, permit applications, development assessments, briefings and other threatened species conservation and management issues. The role also supports delivery of other priority projects within the Conservation and Threatened Species Unit.

Success in this role requires the development and maintenance of partnerships with a diverse range of stakeholders to support effective information sharing, collaboration, and engagement in program delivery.

Key Role Outcomes

- Threatened species programs and projects are supported through the provision of sound ecological, technical and policy advice, evaluation and analysis, high-quality written communication, and the development of practical guidance and solutions.
- Knowledge of the distribution, status, trends, threats and recovery needs of threatened species/communities is improved, and incorporated in best practice recovery approaches, policies, advice and data management.
- Projects and deliverables are planned, delivered and implemented to achieve timely efficient and collaborative outcomes that are fit-for-purpose and accountable.
- Cooperative relationships are established with key networks and stakeholders across a range of sectors, facilitating coordinated and appropriate action for threatened species recovery.

Essential Criteria (including qualifications)

- A degree in the field of ecology, biodiversity management, natural resource management (or related field) is essential.
- Demonstrated understanding of threatened species and ecological communities' conservation, management and recovery planning, particularly within the South Australian context.
- High-level written and verbal communication skills, with capacity to prepare high quality and fit for purpose reports, briefings, correspondence and communication materials.

- Demonstrated skills and experience in collating and analysing information and data from a wide range of sources; and identifying implications and solutions to support effective planning, delivery and evaluation of conservation programs.
- Demonstrated ability to undertake and coordinate multiple tasks and projects, meet required deadlines, and identify and implement opportunities for improvement.

Desirable Criteria

- Knowledge of South Australia’s ecosystems, flora and fauna, and associated threats and management issues
- Proficiency in the use of Geographic Information Systems and in statistical data analysis.
- Experience in environmental impact assessment and/or conservation translocations.
- Understanding of state and national policy, guidelines and legislation regarding biodiversity conservation and management.
- Experience working with Aboriginal Communities.

Key Relationships/Interactions

- Maintains close working relationships with officers of the Conservation and Wildlife Branch, other DEW regions and branches, and Landscape Boards.
- Maintains close working relationships with multidisciplinary recovery teams and other conservation networks.
- Establishes and maintains close working relationships with State and Commonwealth Agencies.

Special Conditions

- May be required to participate in responses to state emergencies or associated duties.
- You must be an Australian citizen, permanent resident, or provide evidence that you hold a valid working visa that allows you to work in Australia without restrictions.
- Prior to being employed, the successful candidate will be required to provide a valid Nationally Coordinated Criminal History Check (NCCHC), which is required to be renewed every three years. DEW will cover the cost of renewal.
- A current class “C” driver’s licence and willingness and ability to safely operate a 4wd is essential.
- May be required to undertake intra or interstate travel, occasional overnight absences, and work outside of the normal hours of work.

Core Competencies	Elements	Behavioural Indicators
Shapes Strategic Thinking and Change	<ul style="list-style-type: none"> • Thinking and Acting Strategically 	<ul style="list-style-type: none"> • Can identify and articulate potential issues and implications.
Achieves Results	<ul style="list-style-type: none"> • Assuming Accountability • Delivering Effective Outcomes 	<ul style="list-style-type: none"> • Shows initiative in moving projects forward and dealing with potential problems • Works with key stakeholders to problem-solve, overcome challenges, and facilitate the achievement of outcomes.

		<ul style="list-style-type: none"> • Develops and communicates clear and realistic goals/expected outcomes for projects and tasks.
Drives Business Excellence	<ul style="list-style-type: none"> • Facilitating Quality and Continuous Improvement 	<ul style="list-style-type: none"> • Monitors and questions the effectiveness of existing practices.
Forges Relationships and Engages Others	<ul style="list-style-type: none"> • Establishing and Maintaining Networks • Influencing and Negotiating • Using Political savvy 	<ul style="list-style-type: none"> • Works well with others and is effective in collaborating with colleagues and stakeholders. • Identifies political issues when they arise. • Builds a strong network of influential contacts across the agency that is used as a source of information and advice .
Exemplifies Personal Drive and Professionalism	<ul style="list-style-type: none"> • Displaying Flexibility and Resilience 	<ul style="list-style-type: none"> • Adapts to new situations while maintaining achievement of outcomes.

Work Health and Safety

Contribute to workplace safety

- Accepts responsibility for own and others safety.
- Actively participates in consultation about work, health and safety issues.
- Identifies and reports hazards and identifies risk controls where appropriate.

Corporate Responsibilities

- Demonstrate appropriate and professional workplace behaviours that are in line with the [Code of Ethics](#) and the [South Australian Public Sector Values](#).
- Maintain a commitment to Equal Employment Opportunity, Diversity, Ethical Conduct, and record keeping within legislative requirements, according to the principles of the *Public Sector Act 2009*.
- Exhibit and promote the behaviours in line with *The way we work* outlined in the [DEW Corporate Plan](#).
- Actively participate in the Department's Performance Review and Development Program.
- Demonstrate appropriate and professional workplace behaviours that align closely with the White Ribbon message.
- Champion positive behaviours and conduct during all interactions with children and young people and act in accordance with the Child Safe Environment Policy and Procedure at all times.

Date Delegate approved original classification:	27/04/2026	Original Class method:	Comparison
---	------------	------------------------	------------