

Role Description

(Non-Manager)



Role Title: Senior Ecologist

Classification Level: PO3

CHRIS Position Number: NEW

Division: Strategy, Science and Corporate Services

Branch/Unit: Science and Information / Environmental Science and Research Partnerships

Reports to (Title): Principal Advisor, Biodiversity Science and Knowledge

Our Organisation

The Department for Environment and Water (DEW) works to help South Australians conserve, sustain and prosper. Our work is critical to South Australia's future social, environmental and economic prosperity and well-being. We aim to be a flexible, responsive and influential adviser to Government and we deliver high quality policy, programs and assets across our wide and diverse portfolio of responsibilities. We have embraced technology that enables our people to have impact no matter where they live or how they work. Collaboration, diversity, inclusion, customer service and outcomes all matter to us. We work in partnership with community, traditional owners, industry and stakeholders to get results.

Purpose

The Strategy, Science and Corporate Services Division coordinates and supports science and corporate strategy and policy development for the Department. The Division provides centralised corporate, ICT, finance, communications and engagement and science support services. Expert advice is provided to inform policy and stakeholder engagement and our science is evidence-based. ICT, business systems and information management are integrated to support the effective capture, management and access to Agency data and information for the Agency, whole of government and industry and community.

About the Branch/Business Unit

The Science and Information (S&I) Branch leads and delivers strategic and operational science, and information and geospatial management, to enable evidence-based decision making.

The Environmental Science and Research Partnerships Unit provides coordinated and timely scientific and technical analyses and advice, and applies innovative approaches, to underpin agency projects and programs, policy development, planning, evidence-based decision making and clear communication. The unit's work spans terrestrial, marine and aquatic programs and projects, as well as higher level monitoring, evaluation and reporting frameworks. The unit coordinates and levers strategic research partnerships with the research sector, government and industry.

About the Role

The Senior Ecologist provides expert ecological advice and services to support the South Australian Government's biodiversity conservation science and initiatives. This role requires a strong foundation in applied ecology to support the design and delivery of conservation and natural resource management programs that are underpinned by systematic conservation planning and robust monitoring, evaluation, and reporting (MER) frameworks. The role supports evidence-based decision-making and policy development for biodiversity conservation, leveraging analytical skills to manage and interpret large, complex datasets. The role also involves building and maintaining effective partnerships across government and external stakeholders, coordinating ecology-focused projects, and delivering tailored advice and investigations to address priority conservation challenges. The Senior Ecologist plays a critical role in integrating science into policy, projects, and programs that drive meaningful conservation outcomes, ensuring that biodiversity objectives are informed by the best available knowledge and practices.

Key Role Outcomes

- Environmental policy and management decisions in DEW are informed by appropriate ecological analysis and delivered in a timely and appropriate way to support these decisions.
- Investigations (including ecological analyses) are undertaken in partnership with relevant internal and external stakeholders.
- Outputs are clearly communicated for both technical and non-technical audiences and are consistent with DEW standards and scientific principles.
- Agreed work programs are planned, delivered and implemented in a manner that is timely, efficient, collaborative and

fit-for-purpose.

- Team and organisational goals are achieved through the provision of quality professional services and advice in accordance with established frameworks and approaches.

Key Relationships

- Reports to the Principal Advisor, Biodiversity Science and Knowledge.
- Establishes and maintains close working relationships with Principal Advisors, Senior Ecologists, other modelling/data scientists, geospatial and environmental data and information staff and relevant stakeholders within DEW, as well as relevant staff from Landscape Board Regions.
- Establishes and maintains close working relationships with staff from other government agencies and research institutions.

Special Conditions

- May be required to participate in fire management or associated duties.
- A current driver's licence is essential, along with a willingness to undertake four-wheel-drive training.
- May be required to undertake intra or interstate travel 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"> • Thinks and Acts Strategically 	<ul style="list-style-type: none"> • Makes strategic judgments and presents options based on implications of analytical thinking.
Achieves Results	<ul style="list-style-type: none"> • Delivering Effective Outcomes • Makes decisions 	<ul style="list-style-type: none"> • Sets priorities for self and manages workflow in order to achieve outcomes on time. • Evaluates impact and consequences of taking a particular course of action, taking into account stakeholder concerns as well as the impact across the Agency.
Drives Business Excellence	<ul style="list-style-type: none"> • Facilitating Quality and Continuous Improvement 	<ul style="list-style-type: none"> • Recognises problems as opportunities for improvement and facilitates discussion and/or development of processes to address these.
Forges Relationships and Engages Others	<ul style="list-style-type: none"> • Establishing and Maintaining Networks • Communicating and managing Conflict 	<ul style="list-style-type: none"> • Builds collaborative relationships based on an understanding of stakeholder priorities/objectives. • Clearly communicates own perspective frankly and diplomatically on an issue.
Exemplifies Personal Drive and Professionalism	<ul style="list-style-type: none"> • Displaying Flexibility and Resilience • Demonstrating Commitment to Learning and Development 	<ul style="list-style-type: none"> • Engages positively with ambiguous situations and demonstrates flexibility in thinking. • Balances competing demands in a calm manner. • Keeps up to date with relevant trends/developments. • Extends own knowledge base through a range of mechanisms suited to their learning style.

Technical, Professional/Knowledge and Experience (including qualifications)

- Tertiary qualification in ecology, environment, conservation or a related landscape management discipline is essential.
- In-depth knowledge and experience in the provision of fit-for-purpose, collaborative and applied ecological science to support the effective planning, delivery and evaluation of biodiversity and conservation programs.
- High level communication skills in an applied science setting, while conveying complex information and professional advice, in a way that the reader and/or audience will easily understand.
- A track record of timely delivery, underpinned by in-depth experience, in project management/coordination.
- Demonstration of significant initiative in developing crucial, robust, thoroughly researched and/or industry proven options that are suitable for problem solving.
- Demonstrated ability to operate with professional independence and with a high level of competence.
- High level skills in the collation, management, and analysis of complex datasets are highly desirable. Proficiency in statistical analysis, quantitative modelling, and familiarity with tools such as R and/or Python would be advantageous.
- A track record in developing and maintaining strong partnerships and collaborations with diverse stakeholders.

Work Health and Safety

- Leads and/or participates in health and safety discussions in the workplace.
- Identifies hazards, assesses risks and implements procedures for controlling risks.
- Provides workplace safety information and advice where relevant.
- Applies procedures for dealing with incidents and emergency events as required.

Corporate Responsibilities

- Demonstrate appropriate and professional workplace behaviours that are in line with the Code of Ethics for the South Australian Public Sector.
- Maintain a commitment to EEO, Diversity, Ethical Conduct, and record keeping within legislative requirements, according to the principles of the Public Sector Act 2009.
- Actively participate in the Department’s Performance Development and Review Program.
- Demonstrate appropriate and professional workplace behaviours that align closely with the White Ribbon message.

DEW Branch:	Science & Information Branch	Date classified:	19/03/2025
DEW Division:	Strategy, Science & Corporate Services	Classified:	Yes - RLA