

Position Description

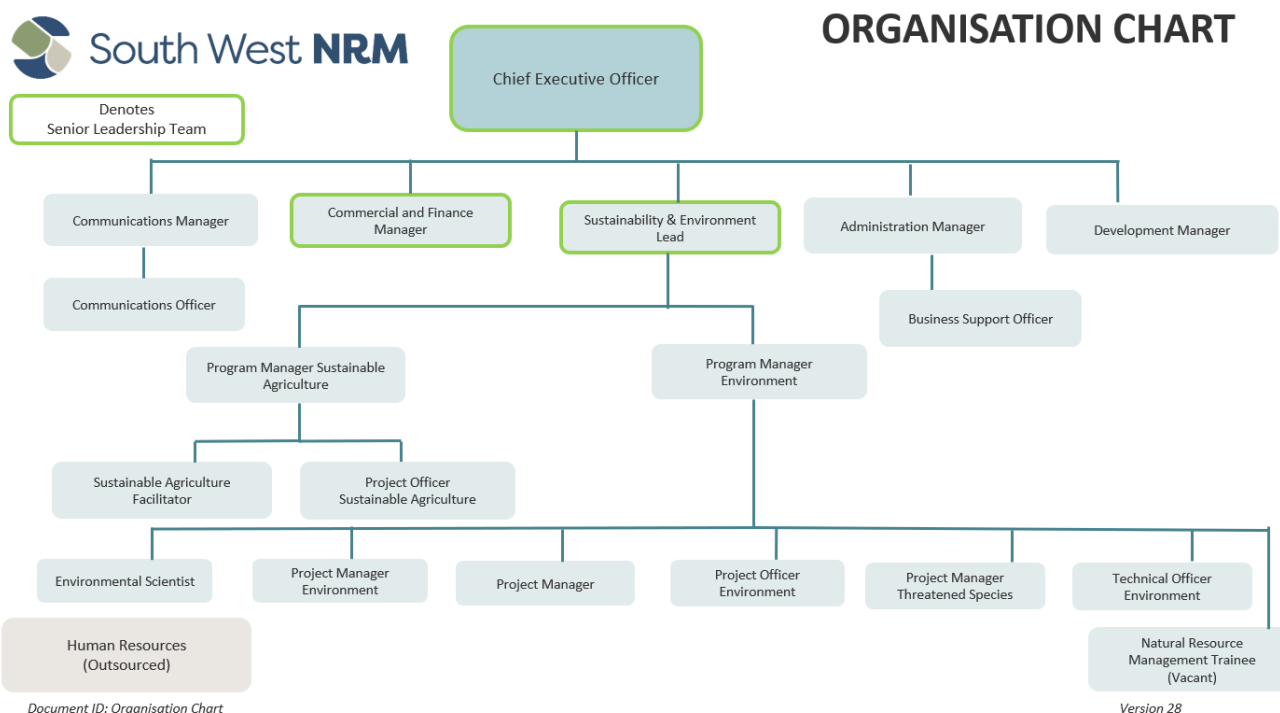
Job Title	Environmental Scientist
Classification	Full time/ Part-time. Fixed term to 31 July 2028.
Salary Range	\$111,418 – \$125,655 (Salary Band range : 4.1-4.5) based on relevant experience and qualifications, plus statutory superannuation
Reports to	Program Manager Environment
Supervisory Responsibilities	Supervise staff, consultants, contractors and volunteers periodically.
Delegations	In accordance with Delegation Register
Location	1 Verschuer Place, Bunbury

Vision and Purpose

A thriving South West where nature is valued for generations to come.

To conserve, enhance and restore our South West environment through collaborative action with our members and partners, for the benefit of all.

Position Relationship



Essential Duties	
Job Summary	The Environmental Scientist role is responsible for providing technical scientific expertise to support the planning, implementation, monitoring and delivery of environmental projects and programs across the South West region. The role contributes specialist scientific knowledge, stakeholder engagement and project management skills to improve environmental outcomes and meet organisational objectives.
Primary Duties	• Undertake environmental assessments consisting of both desktop and field surveys on environmental values including vegetation, flora and fauna • Design and implement monitoring, evaluation and reporting across a range of environmental projects and programs. • Contribute specialist scientific advice to environmental planning, biodiversity conservation, habitat restoration and natural resource management initiatives. • Collect, analyse, interpret and manage environmental data to support project delivery, reporting obligations and evidence-based decision making. • Develop project plans, technical reports, and management plans. • Provide technical advice on environmental approvals, compliance requirements and permitting processes where required. • Manage project activities to ensure delivery against milestones, budgets, timelines and contractual obligations. • Coordinate and oversee environmental consultants, contractors and service providers as required. • Contribute to organisational strategic planning and continuous improvement initiatives. • Participate with SWNRM staff, volunteers and project partners to undertake field activities to support project objectives when required. • Other duties as directed.
Communication and Relationships	• Contribute to building a positive team by establishing and maintaining effective, supportive and cooperative working relationships. • Maintain relationships with relevant organisations and individuals to design and deliver projects, such as external partners including landholders, community groups, government, Traditional Custodians, Indigenous corporations and volunteers. • Contribute to mobilising knowledge and communicating project and organisational impact to inform decisions and influence action.

Other

Continuous Quality Improvement	• Display a commitment to excellence by ensuring services provided are of a high quality, accurate and follow best practice. • Identify, suggest and implement organisation improvement. • Follow SWNRM policies and procedures. • Apply relevant safety procedures/guidelines and equal opportunity principles to performance of work.
Workplace Health and Safety	• Undertake all activities per WHS best practices, policies and procedures. • Adhere to Safe Work Methods, including wearing PPE as required or directed. • Complete all documentation and reporting as required. • Participate in WHS continuous improvement.
Qualifications, Registrations or Skills Required	
Essential Capabilities, Skills and Experience	• Tertiary qualification in Environmental Science, Natural Resource Management, Environmental Management, Ecology or related discipline. • Demonstrated experience (minimum 5 years) in environmental science, environmental management, biodiversity conservation or natural resource management. • Strong knowledge of environmental legislation, policy and regulatory frameworks relevant to Western Australia. • Experience undertaking environmental monitoring, data collection, analysis and reporting. • Demonstrated project management experience, including planning, budgeting, reporting and contractor management. • Experience engaging with a diverse range of stakeholders including government agencies, Traditional Custodians, community groups, landholders and industry representatives. • High-level written communication skills, including technical reporting and grant application preparation.

Essential Capabilities, Skills and Experience cont.	• Strong analytical, problem-solving and organisational skills. • Ability to work independently and manage competing priorities. • Experience using GIS software and spatial analysis tools. • Proficiency in Microsoft Office applications. • Australian residency or eligibility to legally work in Australia. • Current "C" Class driver's licence. • Willingness to undertake regional travel, fieldwork and occasional overnight stays.
Desirable Criteria	• Postgraduate qualifications in Environmental Science, Natural Resource Management, Environmental Management, Ecology or related discipline. • Experience with environmental approvals, permitting and compliance processes. • Experience in biodiversity assessment, threatened species management and ecological restoration. • Knowledge of Western Australian environmental legislation and approval pathways. • Experience working within the mining, natural resource management, local government or not-for-profit sectors. • First Aid Certificate. • Four-wheel drive training and field safety experience.
Other	The following are assumed and will be checked at interview: • Australian Residency or eligibility to legally work in Australia. • Current WA Driver's License. • Satisfactory police check • Commitment to South West NRM's values, policies, procedures and practices
Work Environment and Physical Demands	
• The position is based at 1 Verschuer Place, Davenport (Bunbury, WA). • Flexible workplace options considered. • Driving is an essential duty of this position. • This position will require travel, sometimes to remote locations, including overnight stays. • A moderate level of fitness is required for field-based activities. • Work may be undertaken in variable weather conditions and natural environments.	