



Job Description Form

Position Details

Position Title: Western Shield Ecologist	Position Number: DBCA3001558	Level: Specified Calling Level 2
Division: Conservation and Ecosystem Management	Branch: Ecosystem Health Branch	Section: Western Shield Program
Employment Agreement: PSA 1992 / PSCA 2024	Location: Kensington, Bunbury, Woodvale or other by negotiation.	Effective Date: 15 April 2026

Our Values

Our values drive the way we make decisions, interact with each other, and work together to achieve results.

 Integrity Commitment to knowing and doing what is right	 Collaboration Commitment to team, partnership and the support of others	 Accountability Commitment to being transparent, taking ownership and personal responsibility	 Respect Commitment to the respect of people, culture and place	 Excellence Commitment to quality, innovation and continuous improvement
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Reporting Relationships

Position Title Western Shield Program Leader	Level/Grade SC3	⇐	Position title WS Predator Coordinator North WS Cane Toad Coordinator WS Predator Coordinator South WS Invasive Animas Project Officer WS Senior Operations Officer	Level L5 L5 L5 L5 L5
↑				
Responsible to				
This position				
↑				

Officers under *direct* responsibility

Position Title	Level/Grade	Approx. no. FTEs supervised
NIL		

About the Role

Under the general direction of the Western Shield Program Leader.

Identifies with the broader Western Shield team and district staff knowledge gaps in invasive animal management and collaborates with scientists internal and external to the agency to codesign scientific research programs to inform and improve the management of invasive animals including but not limited to red foxes, feral cats, cane toads, rabbits, feral deer and feral pigs.

Provides expert scientific advice and effectively translates results of research to inform operational invasive animal management programs.

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Analyses and reports on data and trends in target native fauna distribution and abundance and introduced animals and provides advice and recommendations.

Provides support, advice and assistance to agency staff on effective monitoring tools and techniques relevant to the Western Shield program including native fauna and invasive animal monitoring programs.

Individuals undertake their duties and responsibilities in accordance with the department's [Code of Conduct](#), policies and procedures, and relevant Government legislation.

Responsibilities

PROGRAM DEVELOPMENT and ADMINISTRATION (60%)

1. Collaborates with regional staff, research partners and Traditional Owners to develop and implement projects.
2. Undertakes statistical analyses to provide a better understanding of natural population fluctuations to measure effectiveness of invasive animal management.
3. Prepares/revises relevant guidelines and standards and undertakes/coordinates projects associated with monitoring and evaluation of invasive animals programs and affiliated programs/activities.
4. Prepares/reviews relevant plans and reports, provides advice on the development/revision of relevant policy, other guidelines and management programs for target native fauna and introduced predators.
5. Coordinates maintenance of the information system for monitoring data.
6. Analyses and reports on monitoring data and trends and makes recommendations to ensure adaptive management/continual program improvement.
7. Maintains networks and knowledge currency as required to effectively undertake the role.

COMMUNICATIONS AND ADVICE (35%)

8. Prepares and/or contributes to relevant reports, responses to public and other queries, media, communications and promotional events.
9. Provides advice to other staff and external parties as is relevant or as required.
10. Attend recovery team meetings as directed by the program leader and/or on request from the teams to represent the operational programs delivered by the Western Shield Program.

GENERAL (5%)

11. Participates in fire management activities that contribute to bushfire suppression and prescribed burning operations commensurate with capability, capacity, training and level of experience.
12. Undertakes other duties as directed.

Selection Criteria

Applicants should address the following four criteria in a written application. These should be addressed in no more than four pages in total.

1. Demonstrated ability to think critically, organise and prioritise issues and operations and formulate appropriate recommendations; based on applying the principles of research and problem solving.
2. Strong skills and ability to work effectively as an autonomous individual and as part of a team, demonstrating initiative, integrity, leadership, negotiation and facilitation skills.
3. Demonstrated skills in database use (interrogation and management), statistical analysis and use of associated software to generate reports and public information and communication pieces.
4. Demonstrated knowledge of experimental design and data interpretation to inform effective conservation management programs.

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The following criteria will be assessed at some stage during the selection process. Desirable criteria will be assessed as required.

5. Demonstrated experience in liaison with external stakeholders such as Aboriginal groups, local authorities, private companies and other government agencies.
6. Bachelor of Science degree in a relevant discipline (ecology, conservation biology or a related discipline) or approved equivalent qualification (Essential) and post graduate degree in ecology (Desirable).
7. Willingness to undertake travel and work in regional and remote areas for extended periods of time.
8. Experience with animal handling, and an understanding of animal ethics requirements, policy and procedures.
9. Understanding of occupational, health and safety, and equity and diversity principles.
10. Possession of current 'C' class driver's licence with demonstrated 4WD experience.

Behaviour Expectations [Leadership Expectations](#) provides a common understanding of the mindset and expected leadership behaviours for all public sector employees. The expected behaviour for this role is [Personal Leadership](#).

Other position-related information

Position Status - Permanent <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No FTE: 1
National Police Check <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No For more information refer to the department's guidelines on National Police checks .
Current WA Driver's Licence or equivalent (only specify yes if a driver's licence is required for appointment to the position) <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Medical Assessment <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Due to remote work and working with animals
Working with Children <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If this position works with children, refer to http://www.checkwwc.wa.gov.au/checkwwc/WWC+Check/
Allowance and Special Conditions <input type="checkbox"/> District Allowance <input type="checkbox"/> Air Conditioning <input type="checkbox"/> Ranger Leave (Rangers only) <input type="checkbox"/> North West Leave <input type="checkbox"/> No Fixed Hours (Rangers only) <input type="checkbox"/> Other (Please specify)

Certification Recruitment and Establishment Section
 Registered JDF
Screamie
 15 April 2026