

# Senior Ecologist

## About the position

Last Modified: 16 October 2024	
Group: Water and Environment Services	Job family: Science and Environment
Manager's title: Environmental Assessment Team Manager	Manager once Removed's title: Environment & Heritage Services Senior Manager
Hours worked per week: As required	Primary work location: Parramatta
Flexibility options available: <input type="checkbox"/> Flexible hours of work (varied start and finish times) <input type="checkbox"/> Shift swapping <input type="checkbox"/> Rostered days off <input checked="" type="checkbox"/> Part time <input type="checkbox"/> Job share <input checked="" type="checkbox"/> Remote working (such as working from home)	
Number of direct reports: NA	Number of staff once removed: NA
Pay Level: <input type="checkbox"/> Award <input checked="" type="checkbox"/> Individual Contract of Employment (ICE) 1	

## Purpose of the role

To provide ecological subject matter expertise to support the needs of the business and improve customer and biodiversity outcomes. This role is responsible for providing ecological advice and conducting biodiversity assessment to support the approval of infrastructure projects along the asset value chain. This role also provides expert technical support for strategic and operational business needs to facilitate Sydney Water's broader biodiversity initiatives.

## Section 1: Accountabilities

### Direct and indirect reports (where applicable)

No direct reports.

Indirect accountability for specialist services providers (engaged as needed).

### Safety and leadership expectations

#### Safety expectations

- Comply with all health, safety and wellness requirements set by Sydney Water.
- Ensure contractors conform with their safety obligations and behaviours.
- Actively participate in health, safety and wellbeing activities.
- Exhibit visible safety behaviours with all team members and contractors.
- Support workplace safety and security measures.

#### Leadership expectations

- Set own priorities in relation to workload, and complete allocated tasks, including making decisions within the parameters defined in task allocation.
- Work under general supervision and direction against established priorities and procedures.
- Make decisions within project defined parameters and following established procedures and protocols.
- Coach, mentor and provide on-the-job biodiversity training of team members.
- Support business performance reporting measures and improvements.

### Accountabilities and deliverables

This role is responsible for providing ecological advice and conducting biodiversity assessment and approval functions that support business purpose, priorities and goals.

#### Technical expectations

- Provide expert ecological advice using industry best practice and within Sydney Water's established environmental impact assessment procedures and processes.
- Undertake ecological assessment and reporting (flora, fauna and plant community type identification, preparing vegetation maps with GIS support, threatened species assessments) to meet legislative requirements.
- Prepare briefs and review ecological proposals, advice and reports prepared by consultants to effectively assess Sydney Water infrastructure projects.
- Recommend and undertake management measures to minimise biodiversity impacts prior to and during construction and operation of Sydney Water infrastructure (eg. threatened species pre-clearing inspections).
- Provide advice on ecological constraints to facilitate appropriate environmental approvals, licences and permits (e.g. applicability of growth centres biodiversity legislation, Cumberland Plain Conservation Plan).
- Use expert knowledge and professional judgement to balance cost, risk and outcomes.
- Account for stakeholder expectations within biodiversity assessments and planning approvals.
- Apply technical competencies and communication skills to positively influence and negotiate with environmental stakeholders and regulators.
- Enable continuous improvement within our biodiversity assessment and offset processes.
- Contribute to Environmental Management System improvements and conformance.

- Identify, develop and deliver biodiversity initiatives aligned with Sydney Water strategies, including Biodiversity Position Statement and Offset Guide, to meet business, community and environmental outcomes.
- Plan, create and deliver high-impact training material to site personnel and Sydney Water's Environment & Heritage Services team as needed, as well as communications to senior audiences within Sydney Water.
- Other duties as directed.

#### Commercial and Legal Accountabilities

- Engage PSC services - generally <\$100k, although some exceptions arise to meet procurement models.
- Respond to statutory frameworks affecting biodiversity assessment and approval functions - by engaging with regulatory authorities, reviewing legislative/policy changes and refining business procedures.

Sydney Water expects all staff to do other projects and perform additional duties as required.

## Working relationships (internal and external)

#### Internal

- To be successful in the role, effective working relationships and feedback from peers and colleagues within the WES and Infrastructure Delivery Groups is required.
- The role is required to collaborate effectively with various program/project teams along the asset value chain.

#### External

- Stakeholder and regulator engagements relating to assigned program/project functions, including:
  - NSW Government Departments responsible for biodiversity planning, protection and conservation
  - Non-government organisations, key stakeholders, environment industry bodies and recognised technical experts
  - Professional services suppliers (Technical Panels).
- Support representation of the organisation in relevant biodiversity discussions with government agencies (as appropriate).

## Key challenges

This role is accountable for providing biodiversity technical expertise in a fast-paced work environment. The work involves multiple projects at varying stages along the asset value chain. The role supports the provision of essential products and service for 5.5 million people that protect the environment and public health.

The day-to-day challenges include:

- Maintaining ecological skills and qualifications required for the role and keeping up to date with current biodiversity legislation and best practice.
- Maintaining working relationships with multiple stakeholders (internal & external), aimed at service and program delivery functions across the asset value chain.
- Implementing project/program specific approaches for biodiversity assessment and approvals.
- Ensuring quality and timeliness of technical deliverables to statutory and industry standards.
- Balancing competing priorities in the context of finite resources.
- Maintaining good contacts within the ecology industry, whilst being part of a multi-disciplinary environmental impact assessment team.
- Managing a full workload with tight deadlines and competing project commitments.
- Limited equivalent technical expertise within the team, requires substantial amount of independent work.

## Physical and environmental conditions

- Field based       Plant based       Office based       Exposed to loud environment  
 Exposed to odorous environment       Direct contact with customers

## Section 2: Success Measures

### Qualifications, licences, and certifications

Tertiary qualifications in ecology, zoology, botany or other relevant degree.

Biodiversity Assessment Method (BAM) accreditation, Construction Industry Induction White Card and post graduate qualifications will be highly regarded.

### Experience and skills

#### Experience

- At least 7 years' experience in a relevant role within a similar industry.
- Proven experience in biodiversity assessments for infrastructure projects.
- Understanding and experience with major water or other similar utility.

#### Skills

- Technical competency in biodiversity field assessment, flora and fauna identification, with demonstrated ability to align business outcomes.
- Applied knowledge of relevant biodiversity legislation, policy and industry standards.
- Ability to enable project outcomes within biodiversity assessment and approval frameworks.
- Organisational skills and success in prioritising competing requirements and meeting program schedules in a high-volume work environment.
- Highly competent report writing skills needed for preparation of biodiversity assessment documentation.
- Highly effective oral communication, negotiation and interpersonal skills needed for stakeholder consultation to achieve project outcomes.
- Proven ability to identify, develop strategies for and manage biodiversity issues associated with the planning, delivery and/or operation of large infrastructure projects.
- Demonstrated ability to foster teamwork and to develop and maintain effective working relationships with internal and external stakeholders.
- Ability to foster a work environment that encourages safety, innovation and organisation change.

### Additional notes

Sydney Water takes the safe provision of its services to the public and the protection of its information assets extremely seriously. As a Sydney Water employee, you are required to understand your obligations under the [Acceptable Use of Information Technology Policy](#) and how Sydney Water's Information Technology is to be used. You must also help keep your workplace secure by ensuring you do not enable non-authorized people access to sites, maintain the integrity of locked entries and exits, and where appropriate, alarms being engaged.

Sydney Water requires all users to embrace and adhere to all enterprise and protective security policies, awareness programs and frameworks for Sydney Water assets.