

JOB ADVERTISEMENT

Job title: Botanist
Location: Illawarra Region & Northwest NSW
Work type: Permanent full-time preferred

About us

Ecoplanning is a leading, fast-growing ecological consultancy that delivers trusted advice in conservation planning, biodiversity offsets, and ecological assessments. Since 2014, we have built our reputation by helping clients, from government to the private sector, navigate complex ecological and regulatory frameworks and providing trustworthy advice.

We are known for our high-quality service, integrity, and a collaborative, passionate team of experts. With continued growth and increasing project demand, we are now looking for a **Botanist** to join our team, preferably in either the **Illawarra Region** or **Northwest NSW**.

About the role

As a Botanist at Ecoplanning, you will lead and contribute to field-based ecological projects, with a focus on vegetation community classification, flora identification, target survey and habitat evaluation. You will play a critical role in project delivery across biodiversity assessments, conservation planning, and offsets under the NSW Biodiversity Assessment Method (BAM), along with conservation and targeted projects for NSW Government.

You will work closely with a diverse team of ecologists, GIS analysts and biodiversity offset specialists to provide science-based insights that influence planning, development, and conservation outcomes across New South Wales.

Key responsibilities

- Undertake flora surveys and vegetation mapping in accordance with BAM guidelines.
- Identify plant species and classify vegetation communities across varied NSW landscapes.
- Assist in the preparation of Biodiversity Assessment Reports (BARs) and ecological reports.
- Contribute to the design, execution, and analysis of ecological monitoring programs, including innovating survey approaches that requires a higher understanding of species ecology.
- Collaborate with colleagues across project teams and support client-facing reporting.
- Maintain accurate field notes, data records, and ensure QA/QC protocols are met.
- Stay abreast of relevant legislation, threatened species listings, and ecological best practices.
- NSW driver's license.

Essential criteria

- Degree in Botany, Ecology, Environmental Science or a related field.
- A minimum of 5 years' experience in botanical fieldwork and vegetation classification.
- A skilled and motivated botanist with a genuine passion for plants.
- Proficiency in NSW flora identification, including the use of relevant keys and databases.
- Sound working knowledge of Commonwealth and State environmental legislation (EPA technical guides, BC Act).
- Excellent report writing and data interpretation skills.
- Comfortable working independently in remote field locations and as part of a team.
- A strong personal alignment with Ecoplanning's values: respect, integrity, commitment, growth, and teamwork.

Desirable skills

- Familiarity with Esri GIS tools (ArcGIS Pro, ArcGIS Online, Field Maps).
- Use of mobile data collection tools and ecological databases.
- Working knowledge of the NSW BioNet Atlas, BioNet Vegetation Classification database, and vegetation maps.
- BAM accreditation.

Why join Ecoplanning?

- Work with a passionate, expert team making real conservation impact.
- Be part of a values-led organisation with a strong ethical foundation.
- Flexible work options, supportive culture, and regional project variety.
- Access to mentoring, training, and career progression pathways.
- Contribute to a company committed to high-quality ecological outcomes and sustainable land management.

How to apply:

If this sounds like your next career move, we'd love to hear from you. Please send a cover letter addressing the essential and desirable criteria and your current CV to.

Email: rob.sherry@ecoplanning.com.au

Subject line: 'Application for Botanist'.

