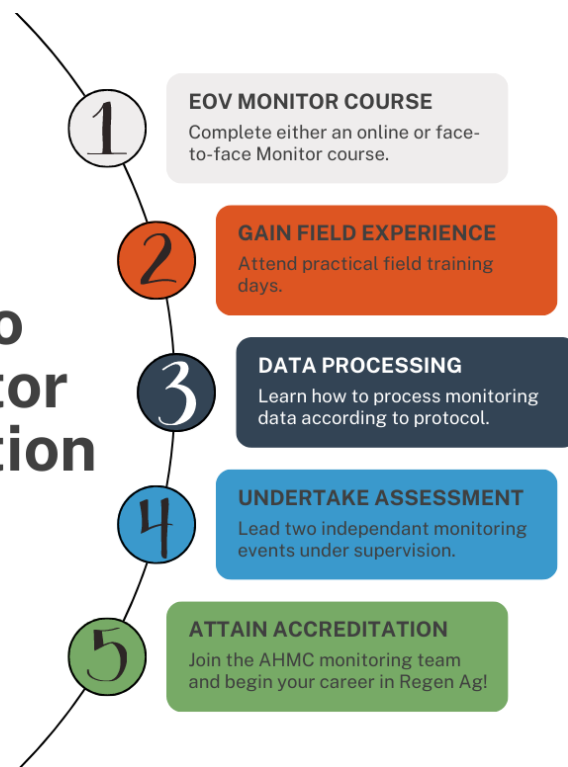


Pathway to EOV Monitor Accreditation



PATHWAY TO EOV MONITOR ACCREDITATION

Become Accredited to be an Ecological Outcome Verification (EOV) Monitor with the Australian Holistic Management Cooperative. Through the monitoring and verification of the ecological health of farmland there is potential for farming to make a major contribution to addressing global problems, such as climate change and ecosystem dysfunction. As a Monitor you will be qualified to set-up and carry out Long-term Monitoring as well as annual Short-term Monitoring for the Australian Savory Hub where EOV Monitors are in high demand!

There are five steps in the journey towards becoming an Accredited EOV Monitor.

1. Attend an EOV Monitor Course

Savory Institute Accredited Verifiers teach our EOV Monitor courses. These are qualified individuals with years of experience in EOV protocol— both the theory and practice. The courses our Verifier educators teach include all the basics of EOV processes, including:

- How Ecoregions customise EOV scoring
- The creation of a monitoring plan
- The 15 indicators of Ecological Health required for Short-term Monitoring (STM)
- Establishing and conducting Short-term Monitoring sites
- Establishing and conducting Long-term Monitoring sites

For information on upcoming Monitor courses, visit <https://www.holisticmanagement.au/courses.php>

2. Traineeship: Field Experience

There are two avenues to gain enough field experience to undertake your accreditation assessment:

- a) Attend the Field Days that are run post-Monitor course; and / or

- b) Attend monitoring events with Accredited Verifiers and/or Monitors

Trainees can choose both or one of these options in pursuit of proficiency for their accreditation. EOJ Monitoring is at its core a practical, on-farm exercise; field experience is critical to bring trainees up to proficiency.

3. Traineeship: Data & Admin Training

EOJ Monitors have a data processing and administrative responsibilities prior to and post Monitoring Events. These include joining and becoming familiar with using:

- a) Dropbox—file storage
- b) Asana—project management
- c) Excel Spreadsheet—data processing
- d) Savory Platform—online data processing

Attention to detail and the ability to process field data is critical. To maintain EOJ's high standard and credibility, a high level, robust approach to data and admin responsibilities are a must.

There is data processing / administrative work available to trainees who do not wish to progress their accreditation and become EOJ Monitors. There are attractive rates available for this role which are outlined in the FAQ section at the end of this document.

4. Assessment: Lead Two Monitoring Events

Once an experienced EOJ Monitor has submitted that a trainee is ready to undertake assessment, the trainee is assigned two Monitoring Events which they must complete independently under the supervision of an overseeing Accredited Monitor. The trainee must complete each step of the Monitoring process, including:

- Contacting the landholder and scheduling monitoring & what is required for the day.
- Completing the Monitoring Planning process.
- Completing the baseline Monitoring Event in a timely fashion.
- Collating the resulting data, photos, and information.
- Completing the data and admin processes.

5. Apply for Accreditation

Successful completion of the two assessment Monitoring Events and the subsequent data and admin processing then qualifies the trainee to apply for formal accreditation. Once the Australian Holistic Management Cooperative has signed off on an accreditation submission, the Savory Institute will run additional quality assurance checks on the trainees assessment work. EOJ is a recognised international protocol with thousands of locations around the world; maintaining a high standard of trustworthy, robust data is a high priority.

EOV MONITORS: FAQs

How long does it take to gain accreditation?

The period from Monitor course to Accreditation varies depending on the individual's aptitude for EOV work. Accreditation is dependent on the trainee successfully completing two independent EOV Monitoring Events and accompanying data work; this process can vary person to person.

A rough outline of timeline follows:

Attending and completing an EOV Monitor Course	3 days (face to face course) 6 weeks (online course)
Gaining practical field experience	3+ training days OR 3+ monitoring events
Attend and complete data & admin training	2-3 zoom sessions + follow up evaluation of work completed
Undertake 2 assessment baseline Monitoring Events	2 x 2-day baseline Monitoring Events
Review of assessment work	2+ weeks

Altogether, this process can take weeks to months depending on the time of year (availability of training days or monitoring events) and the trainee's own availability. Traineeships are unremunerated though reimbursement of some travel expenses is available.

How much can I earn as an EOV Accredited Monitor? What about expenses?

Expenses.

Accredited Monitors have a travel stipend that covers their accommodation and meal costs, as well as fuel reimbursement. Fuel is reimbursed at the ATO rate. You can claim 78 cents per monitoring-related kilometre (accurate at time of writing: 20-MAY-2023. To check current rates, visit <https://www.ato.gov.au/Business/Income-and-deductions-for-business/Deductions/Deductions-for-motor-vehicle-expenses/Cents-per-kilometre-method/>).

Remuneration.

Monitoring Events are remunerated based on the quantity of sites required; to put it another way, one full day's work averages at around \$1,000. The exact Monitor allocation of these remuneration rates are below.

Workload	Estimated Time (approx.)	Monitor Remuneration
10 STMs*	0.5 – 1 day	\$570
1 LTM** + 10 STMs	1 day	\$938
2 LTM + 10 STMs	1.25 days	\$1,357
3 LTM + 10 STMs	1.5 days	\$1,910
4 LTM + 10 STMs	2 days	\$2,295

* STMs = Short-term Monitoring sites

** LTMs = Long-term Monitoring sites

The *Estimated Time* column represents an approximation; new Monitors may take slightly longer to complete the same work while more experienced Monitors can complete it in a shorter timeframe.

On average we are finding that monitors are earning \$3,000 - \$5,000 per month for 4-8 days work

What does an EOV Monitor's work schedule look like?

Due to the seasonal nature of the work, spring and autumn are the time of year when most monitoring work is due to be completed. Every farm has a monitoring window (roughly a period of 1-3 months). EOV Monitors are encouraged to sign up to as many Monitoring Events as possible as the work does dry up over winter and slow down over summer.

There are roughly two types of Monitoring Events:

- Long AND Short-term Monitoring Events (Baseline Monitoring Events)
- Short-term only Monitoring Events (Annual Monitoring Events)

Baseline Monitoring Events usually take approximately 2 full days to complete. STM only Monitoring Events usually take approximately 0.5-1 day to complete, depending on farm size and the number of sites involved.

What equipment will I require to work as an EOV Monitor?

A car, smartphone, and computer as well as the ability to use them are essential tools to perform this work. Your personal vehicle is only required to transport you to the farm site; our current monitoring protocol requires the participant farmers to provide a vehicle to ferry monitors around the property.

There is additional kit an EOV Monitor requires; a list of these items are provided during or soon after completion of an EOV Monitor Course.

What background is required to become an EOV Monitor?

A background in ecosystem processes (environmental science, agriculture, etc) and an aptitude for plant species identification would be advantageous.

What skills / aptitudes are required of an EOV Monitor?

EOV monitoring requires working outdoors on farms with the landowner or land manager, and our monitors need the physical capability to conduct this work.

Similarly, good time management, attention to detail, and people skills will stand you in good stead.

Experience in Excel Spreadsheet is desirable, and the ability to work with various apps and online platforms is a must.

Is there travel involved in the work of an EOV Monitor?

Yes, occasionally days to weeks of travel. Monitors have full freedom to schedule their monitoring work as they choose, however, scheduling multiple Monitoring Events consecutively is often the

most efficient way to conduct the work. This can mean multiple nights away from home, coordinating multiple Monitoring Events consecutively, and organising travel and accommodation.

How far do EOV Monitors usually travel to complete their monitoring work?

This depends on the monitor and the farms available. Some monitors travel interstate to complete their monitoring work, others prefer to remain within a given region. Having flexibility in how far you are willing to travel certainly expands the opportunities available to you.

Once I am accredited, how does the Monitor employment work?

Once accredited, a Monitor works as a contractor for the Australian Holistic Management Cooperative. The monitoring season runs spring to spring with very little to no monitoring occurring over winter. Monitors are allocated jobs within their given region (unless otherwise negotiated) and are then expected to complete their suite of farms that season within the monitoring window.

I see that plant identification is part of an EOV Monitor's responsibilities / I don't have much experience identifying plants.

While an aptitude for plant identification, especially grass identification, is desirable, it is not a prerequisite. Trainees and Accredited Monitors are able to learn on the job, and there are resources available to aid in this learning process.

What are the rates available to Data Entrants?

There is data processing / administrative work available to trainees who do not wish to progress their accreditation and become EOV Monitors. There are attractive rates available for this role which are outlined in the FAQ section at the end of this document.

Workload	Monitor Remuneration
10 STMs	\$50
1 LTM + 10 STMs	\$250
2 LTM + 10 STMs	\$450
3 LTM + 10 STMs	\$650
4 LTM + 10 STMs	\$850