

BirdLife Australia

Southern NSW Woodland Birds Project Officer

September 2019

Position description

The organisation

BirdLife Australia is a science-based grass roots bird conservation charity with over 145,000 supporters and volunteers. We are a diverse organisation with offices in three states, as well as branches, special interest groups, observatories and reserves, working across the nation.

BirdLife Australia is governed by an elected Board of Directors which meets quarterly, and day-to-day operations are managed by the Chief Executive Officer.

BirdLife Australia currently employs over 60 staff, who are dedicated to conservation and research programs. The organisation is very lean and relies on a small core team of management and administrative staff. Working well as a team is an essential element of our organisation.

A significant part of BirdLife Australia's work is done by volunteers who work collaboratively with staff to achieve our goals. It is important that all staff understand and appreciate the contribution made by the organisation's volunteers, and are mindful of the varying skills, interests and motivations they bring.

BirdLife Australia acknowledges the important role Traditional Owners throughout Australia have played, and continue to play, caring for Country. We acknowledge their continuing connection to land, sea and community and pay respect to Traditional Owners and their cultures, and to their Elders both past and present. BirdLife Australia endeavours to facilitate the further engagement of Indigenous Australians in the research and conservation of our native birds.

The role

The role of the Southern NSW Woodland Birds Project Officer is to assist in implementing and delivering a project aimed at restoring landscape connections for threatened nectar-feeding woodland birds. It will deliver a 'Birds On Farms' program approach that encourages landscape-scale management of temperate woodlands in the greater Holbrook region on the south-west slopes of New South Wales, with a particular focus on three NSW-listed threatened species in accordance with priorities established by the NSW 'Saving Our Species' (SOS) Program¹:

1. Black-chinned Honeyeater (*Melithreptus gularis gularis*)
2. Little Lorikeet (*Glossopsitta pusilla*)
3. Dusky Woodswallow (*Artamus cyanopterus cyanopterus*)

Recent work by BirdLife Australia in support of its 'Temperate Woodland Birds Conservation Action Plan' ('TWBCAP', BirdLife Australia, in prep.) demonstrates that actions undertaken for these species will similarly benefit other threatened birds of the same guild described by that plan, including the Painted Honeyeater (*Grantiella picta*), Swift Parrot (*Lathamus discolor*) and Regent Honeyeater (*Anthochaera phrygia*).

The Southern NSW Woodland Birds Project Officer will implement a project to work with regional partner organisations and landholders to in southern NSW. A project plan agreed with the SOS program team sets out the objectives and actions needed to improve the condition and extent of critical habitats and manage the most significant short-term threats to maintain and support recovery

¹ <https://www.environment.nsw.gov.au/topics/animals-and-plants/threatened-species/saving-our-species-program>

of target species populations. This project has a strong community engagement focus, applying a tried-and-tested 'Birds On Farms' program approach currently operating in Victoria to engage landholders and local communities in habitat survey, restoration and monitoring.

Status

The Southern NSW Woodland Birds Project Officer is a part time (0.5 FTE) position offered until 30 June 2021. Hours are flexible with some weekend and evening work required. A continuation to the contract after this period may be offered subject to acceptable performance and available funding.

Location

The position is based within the project area, namely southern NSW generally between Holbrook and Albury. An office may be provided; if this is not possible, home office expenses are reimbursed. The employee will be paid to use their own vehicle.

Reporting

The Project Officer reports to the Woodland Bird Program Leader and Head of Conservation. Guidance will be given on local management priorities and project partner coordination needs by a project team established to provide advice.

Staff reporting

None

Remuneration / Job Level

Level 2 subject to experience and expertise

Key relationships

Internal:

Woodland Bird Program Leader, Head of Conservation, Woodlands CAP Coordinator, Birds on Farm project staff, Chief Executive Officer, other Conservation team members.

External:

Holbrook Landcare network, Foundation for National Parks and Wildlife, Slopes2Summit Partnership, Great Eastern Ranges Initiative, NRM bodies, Local Government, community groups, Indigenous Australians (including Traditional Owners and representative groups), and the general public.

Travel requirements

Some travel within Australia may be required.

Duties

To coordinate and deliver activities comprising the project titled 'Restoring landscape connections for threatened nectar-lovers'. Activities will be undertaken in close partnership with a range of project partners and volunteers.

Operational planning:

- Work with the position supervisor to prepare an operational work plan in line with the project plan.
- Work with project partners and relevant BirdLife Australia staff to develop project communications collateral, including website content for inclusion on project partners' websites, project brochure/flier, standard presentation for use in workshops.

Fieldwork and on-ground implementation:

- Identify survey locations and engage/train volunteer birdwatchers and establish survey sites on properties identified by the project.
- Coordinate repeated, quarterly 20 minute-2 hectare surveys using a survey method that involves recording all bird species seen within the survey plot, including the focus species.
- Assist with implementation of on-ground habitat restoration at sites determined by the prioritisation process and/or the Holbrook Landcare Network.

Generate knowledge:

- Undertake desktop mapping and prioritisation process, using woodland bird data, vegetation layers and other relevant spatial data, within the Holbrook Landcare region to determine priorities for restoration activity and future conservation investment.

Communicate knowledge:

- Encourage the retention of a floristically and structurally diverse and spatially variable understorey in patches of woodland.
- Raise public awareness of the key conservation needs of threatened and declining woodland birds, particularly the priority nectar-feeding species.
- Identify sites where hollows are limiting for Little Lorikeets and encourage strategies to increase hollow availability.

Community Engagement and Capacity Building:

- Develop and implement community education presentations as part of establishing a 'Birds On Farms' program in the project area in southern NSW, including presentations to NRM managers, schools, Landcare groups, other agencies, farmers and other landholders about the needs of woodland birds.
- Engage volunteers, community groups and indigenous Australian's in the project.
- Attend field day events and other community events to disseminate information, promote events and encourage community participation in recovery.
- Foster and maintain partnerships with the SOS program, project partners and volunteers.

Manage databases and records:

- Maintain and manage project-generated data being added to the Birddata sightings database.

Expert advice to decision makers:

- Provide expert advice (as required) to partner organisations and stakeholders in relation to the project's target species and management of their habitat (particularly where they relate to the objectives of the project).

Project Management:

- Manage and deliver contract and project milestones on time and within budget as per funding agreements.
- Report on progress against project milestones to funding agency (NSW government's SOS program and Environmental Trust), Foundation for National Parks and Wildlife, BirdLife Australia, and others as required.
- Seek, negotiate and apply for addition funding and in-kind contributions as required.

- Manage the safety and wellbeing of volunteers engaged in the project.

Project maintenance and monitoring:

- Establish the basis for continued monitoring of survey sites on a quarterly basis by volunteers beyond the two years of the funded project;
- Assist promotion of outcomes of the project, and transfer of the methodology to other landscapes throughout NSW and beyond.

Selection Criteria

Essential

- A Bachelor's degree in Conservation Biology, Environmental Science or related field.
- Demonstrated knowledge of bird conservation in Australia
- Demonstrated experience in working successfully with rural community groups
- Excellent communications skills, including public speaking and writing for a variety of audiences, and interpreting biological data for disseminating to the community
- Experience in working with and involving volunteers
- Demonstrated ability in managing projects and budgets
- Proficiency with Arc GIS.
- A current driver's licence.

Desirable

- Post-graduate qualifications in Conservation Biology, Environmental Science or related field
- Knowledge of the ecology of Black-chinned Honeyeater, Little Lorikeet and Dusky Woodswallow and threats to their population survival in southern NSW
- Experience in threatened species management and recovery
- Knowledge of issues affecting rural land holders and communities in the region
- Experience in habitat restoration works in rural Australia, including arboricultural works
- Experience in rural extension work
- Proficiency with GIS-based modelling software, such as Maxent.

Workstyle, attributes, and attitudes

- A high level of professionalism in all work.
- A strategic thinker and leader.
- A team player with a highly collaborative style; the flexibility and finesse to 'manage by influence'.
- Responds positively to feedback and accommodates change, ability to provide constructive feedback.
- Ability to work well with minimum supervision, accepts high-level responsibility for workplan delivery.
- A willingness and capacity to work flexible hours as and when required.

Living our Values

- Promote and role model appropriate behaviours that support BirdLife Australia's culture and values.
- Actively demonstrate organisational values.

<i>Passion</i>	<i>Excellence</i>	<i>Leadership</i>	<i>Collaboration</i>	<i>Integrity</i>	<i>Impact</i>
We bring people together around a love of nature	Science and knowledge is at the centre of everything we do	We empower and inspire people to lead with courage and purpose	We embrace diversity and work in partnership with mutual respect	Our success is based on experience, honesty, trust and fairness	We think globally, lead nationally and act locally

OH&S statement

Employees and potential employees should be aware that the requirements of the position include, but are not limited to:

- Limited attendance at evening or weekend meetings
- Possible driving for extended periods
- Long periods of sedentary desk and computer duties
- Long periods of telephone use
- Possible lifting and moving of heavy equipment and objects
- Overnight and weekend work in the field and at conferences
- Possible interstate travel