

**Why we are here**

To stop the degradation of the planet's natural environment and to build a future in which humans live in harmony with nature.

www.wwf.org.au

Job Description

WWF-Australia

ABN 57 001 594 074

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| Department | Conservation |
| Unit/team | Healthy Land and Seascapes |
| Job matrix group | WWF Conservation |
| Job matrix level | 7 |
| Job title | Landscape Restoration Project Manager |
| Reports to | Senior Manager Land Clearing and Restoration |
| Direct reports | Nil |
| Location | WWF-Australia Office negot. |
| Other location/s | NSW Northern Rivers Region, or WWF Offices in Sydney or Brisbane, |
| Job type | Full Time Fixed Term Contract |
| Contract Period | 2 years |
| Hours per week | 38 |
| Approval | People and Culture Director |
| Approval date | 26/05/2020 |
| Organisational context | <p>For over 50 years WWF has been a leading voice for nature. We are the world's largest conservation organisation, working in 100 countries and with over 5 million supporters. WWF-Australia is the 7th largest member of the WWF Network. We work with governments, businesses and communities on environmental issues with a single mission: to build a world where people live and prosper in harmony with nature. We have our foundation in science and we work towards a sustainable planet, striving to conserve biodiversity in Australia and throughout the Oceania region. Behind the scenes of our on-ground conservation projects are teams of scientists, policy and communications experts, lawyers and other specialists, all supported by our regional and national staff members. WWF-Australia does not engage in activities that support political parties, seek to persuade members of the public to vote for or against particular candidates or parties in an election, participate in party political demonstrations, or distribute material designed to underpin a party political campaign.</p> |
| Department context | <p>WWF-Australia's strategy requires all staff to support the delivery of our conservation objectives across the following strategic priorities: Conserve Nature with Equity, Return the Climate to a Stable State, Support Planet Friendly Food, Save Threatened Species, Protect our Marine Life and Engage Millions as Active Stewards and Investors of Nature.</p> |
| Purpose of job | <p>The position designs and project manages WWF's priority forest landscape restoration initiatives, drawing upon leading science and best practice stakeholder management. The position will specifically lead the development and implementation of a holistic landscape restoration project, catalysing large-scale ecological restoration of forests and woodlands on cleared, degraded and burnt landscapes in the NSW</p> |



Northern Rivers region, titled 'Koala Bounceback'. A unique feature of this role, and central to the restoration project, includes leading WWF's 2019/20 bushfire response, to address wildlife trauma and improve wildlife care via project partners to design and build a new wildlife hospital within the region.

Key accountabilities

Project manages WWF-Australia's priority forest landscape initiatives:

- Leads the design & implementation of a multi-million dollar '*Koala Bounceback*' forest landscape restoration & wildlife conservation program in & adjacent to the Richmond Valley in the Northern Rivers Region of New South Wales.
- Contributes to WWF's strategic goals on landscape restoration, bushfire recovery & forest carbon sequestration & abatement.
- Engages with the WWF International Network Forest Practice, to provide support & knowledge exchange..
- Supports the uptake of policy positions relevant to biodiversity, threatened species, food production & climate change.
- Secures expert advice across relevant disciplines (e.g. WWF Eminent Science Group) to ensure inclusion of climate adaptation & mitigation considerations across program design.
- Provides technical input into the development of funding applications.
- Integrates & collaborates with key conservation staff with a focus on supporting restoration efforts in the bushfire recovery zone of southeast Australia.
- Ensures that results-based management is used to monitor and evaluate conservation impact.
- Actively & constructively participates in WWF-Australia's integrated Ways of Working, supporting co-content creation & leading the adoption of digital multimedia approaches that foster supporter engagement, mobilisation, and income generation.

Job level responsibilities

- Contributes to WWF's strategic/operational goals on landscape restoration, bushfire recovery and forest carbon sequestration and abatement.
- Contributes to strategic and/or operational planning, systems, processes, delivery and reporting.
- Complies with legislation, standards, policies and practices, particularly advocacy with excellence, information security, WH&S, child protection, security, sustainability, privacy, EEO, and the Environmental & Social Safeguarding Framework (ESSF).
- Aligns own work with WWF's mission, Guiding Principles, Brand and I-KODE Values – Acts with Integrity, Knowledgeable, Optimistic, Determined and Engaging.
- Seeks approval from the CEO for international travel.
- Performs administration, risk and quality management, and reporting.
- May supervises staff/volunteers ensuring aligned performance, motivation and recognition.
- Represents WWF as a technical expert within discipline, as a spokesperson and presents to groups.

Relationships & communications

Team-working is WWF's preferred way of working requiring positive and constructive relationships across the organisation. Key relationships include:

- Scientists and scientific organisations.
- NGOs, community and Indigenous groups.
- Government at various levels.
- Landholder groups including graziers and farmers.
- Private sector.
- WWF donors and supporters.



- Internal stakeholders



Job Challenges

- Securing support and action among key decision-makers and land managers for saving and growing trees in response to the bushfires.
- Ensuring integration to deliver optimal organisational outcomes.
- Trialling innovative methods for cost-effective large-scale landscape restoration, such as direct seeding from vehicles and drones and other emerging technologies.
- Anticipating media, supporter and community reaction to issues and tailoring positions to leverage opportunities and achieve positive outcomes.
- Securing donor confidence whilst ensuring agility in programmatic planning.

Essential selection criteria

- A track record in developing & leading implementation of forest landscape restoration initiatives.
- Experience in multi-disciplinary stakeholder management, such as facilitating effective partnerships with farmers/graziers, landcare groups, government land management & conservation agencies.
- Experience in forest/land carbon sequestration & abatement.
- Knowledge & experience in effective techniques for revegetation with assisted natural regeneration, protection of regrowth vegetation, tree planting, drone- or vehicle-based direct seeding, regenerative agriculture & carbon farming.
- Programmatic & financial management experience.
- Experience working in a cross-cultural environment & the cultural context when working with Aboriginal or other Indigenous peoples.
- Project management skills, including design, monitoring & impact assessment.
- Well-developed networks across the conservation science community.
- Excellent interpersonal, written & verbal communications skills, with an ability to communicate research findings & technical concepts to scientific & lay audiences.
- An ability to work constructively in a flexible team-based environment.

Desirable selection criteria

- Expertise in project management (i.e. Open Standards for the Practice of Conservation).
- Experience living or working in land management, carbon farming or nature conservation in rural & regional communities.
- Familiarity with Australian Government's Emissions Reduction Fund, Queensland Land Restoration Fund or similar programs.
- Understanding of species conservation issues, including key threats & relevant policy frameworks.
- Experience working with Indigenous communities in combining traditional knowledge & western science.
- Experience in supporting fundraising for conservation initiatives.
- An understanding of, & support for, workplace sustainability principles.

Credentials

Tertiary qualifications in nature conservation, environmental management and/or equivalent experience

Job requirements

- Employment background checks.
- After hours work on infrequent occasions.
- Interstate/international travel infrequently and with advance notice.
- Remote field work which may involve camping and overnight stays.
- Remote first aid, or willingness to acquire certification.
- Australian Drivers Licence

How to apply

Applicants can apply via <https://www.wwf.org.au/about-us/jobs-at-wwf> Only those applicants applying online via the eRecruitment System will be considered. Please include the following two attachments: (1) a cover letter/statements against the



selection criteria and (2) your resume (CV), including two referees. Please name your documents with your last name and first name in that order