

BirdLife Australia
South-eastern Red-tailed Black-Cockatoo Recovery Project
Coordinator
June 2021

Position description

The organisation

As Australia's only national bird conservation charity, we are on a mission to put birds and nature on the path to recovery within a decade, leading and facilitating action that halts biodiversity loss and restores ecosystems. We can only achieve this with the help and support afforded to us by our diverse stakeholders including supporters, campaigners, donors, members and like-minded conservation organisations.

BirdLife Australia takes a science and evidence-based approach to bird conservation. Where strong conservation plans are in place and well-resourced the evidence tells us that threatened species can be brought back from the brink of extinction. With a 100-plus year history and Australia's strongest and longest-lived collection of data and surveys, BirdLife Australia brings a wealth of observation and experience to the protection of native birds.

BirdLife Australia is a diverse organisation with more than 200,000 supporters, donors, volunteers, campaigners and members, over 90 staff across Australia, and a network of more than 40 voluntary community groups.

BirdLife Australia is truly local to global, with a network of more than 40 voluntary community groups on the ground in Australia, and is the Australian member of the BirdLife International partnership, the world's largest partnership for conservation.

Our growing network of people generously give their time, expertise, voice and financial support, standing together with us to help protect Australia's unique birdlife.

A significant part of BirdLife Australia's work is done by volunteers acting either alone, in organised groups or serving on Committees. It is important that all staff understand and appreciate the contribution made by volunteers, and are also mindful of their varying skills, interests and motivations.

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 south-eastern Red-tailed Black-Cockatoo (SERTBC) is a nationally endangered bird restricted to the south-east of South Australia and south-west Victoria. Since 1997 BirdLife Australia has implemented a recovery program for the sub-species in conjunction with the SERTBC Recovery Team.

The main objectives of this position are to coordinate and implement priority actions for the cockatoo as specified in the draft national recovery plan. The plan 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 the cockatoo to maintain and support recovery of the SERTBC population. This project has a strong community engagement focus, using the SERTBC as a 'flagship' species to help improve and protect stringybark and buloke habitat utilised by the cockatoo and other threatened fauna and flora.

The part time Project Coordinator for this project is to be based in the region as a BirdLife Australia employee, working with the SERTBC Recovery Team and partner organisations to implement recovery actions for the cockatoo.

Position title

South-eastern Red-tailed Black-Cockatoo Recovery Project Coordinator

Position objective

To coordinate and deliver high priority recovery activities in close partnership with a wide range of public and private stakeholders to improve the trajectory of the SERTBC.

Status

This is a part-time (0.8 FTE) position being offered on a two-year contract. Hours are flexible with some weekend and evening work required. A continuation to the contract may be offered subject to acceptable performance and available funding.

Staff reporting

None

Remuneration / Job Level

Part-time salary at Grade 3

Location

The position is based within the range of the cockatoo in either the south-east of South Australia or south-western Victoria. An office is not provided, though office expenses are reimbursed, and the employee will be paid to use their own vehicle. Some project equipment may also need to be stored at the successful candidates home.

Reporting

This position reports to the Woodland Bird Program Leader. The Project Coordinator will also be under the guidance of the SERTBC Recovery Team and reports regularly to the Team.

Key relationships

Internal:

Woodland Bird Program Leader, Head of Conservation, Kids helping Cockies Project Facilitator, Woodlands CAP Coordinator, other Conservation team members.

External:

SERTBC Recovery Team, Limestone Coast Landscape Board (LCLB), Wimmera Catchment Management Authority (WCMA), Glenelg Hopkins Catchment Management Authority (GHCMA), Department of Environment and Water (DEW), Department of Environment, Land, Water and Planning (DELWP), Zoos SA's 'Cockies helping Cockies Project', Trees for Life, Kowree Farm Tree Group, Greening Australia (GA), Forestry SA, Trust for Nature, local farmers and school groups, and the general public.

Travel requirements

Some travel within the south-east of South Australia and western Victoria will be required.

Duties

The Project Coordinator is responsible for the coordination and delivery of key actions from the National Recovery Plan for the SERTBC. In particular, the position will work closely with partner organisations and the Recovery Team to deliver project activities funded as part of the Australian Government's National Landcare Program 2 (NLP2) to improve the trajectory of the SERTBC.

The role will implement actions that monitor the population, manage and monitor threats to the cockatoo and its preferred habitat, and build community participation and engagement in the conservation and recovery of the Red-tail population across the range in South Australia and Victoria.

The Project Coordinator will coordinate and implement monitoring activities including the annual count, flock counts and nest monitoring for the cockatoo; build community capacity and engage community groups, NRM agencies, project partners, farmers and other stakeholders in recovery activities, events and localised projects for the cockatoo; develop and share information with the community to increase awareness of the SERTBC and actions that can be taken to improve its conservation status; provide expert advice relating to the SERTBC and management of its habitat; manage and deliver contracts and project milestones as per funding agreements (and in close partnership with project partners), and deliver threat monitoring and mitigation projects.

The Project Coordinator will be required to support/work closely with partner organisations undertaking on-ground works to reduce threats and improve habitat conditions for the cockatoo. The position will also coordinate project management including securing funding, reporting to funding agencies, and managing the budget.

Main Duties

Population & Habitat Monitoring

- Coordinate volunteers to conduct a range wide count of the SERTBC to determine patterns of habitat use, the location and size of flocks and the minimum population size.
- Conduct on-ground monitoring work, including annual flock counts and seed crop assessments.
- Organise and implement the nest box monitoring program including the use of bioacoustic technology.

Threat monitoring and mitigation:

- Work with stakeholders to manage the most significant threats (i.e. fire, woody weeds, habitat loss etc) to habitat and recruitment of SERTBCs.
- Coordinate and promote the SERTBC Nest Incentive Scheme to locate new nest sites of the cockatoo across the range in SA and Victoria.
- Coordinate maintenance of nest boxes installed for the SERTBC across south-east South Australia and south-west Victoria.

- Develop a set of guidelines for minimum scorch burning in SERTBC habitat.

Communicate knowledge:

- Develop and share knowledge of the SERTBC, its recovery and management with the community, project partners, NRM agencies, farmers, local government and schools.
- Produce and distribute newsletters, media communication and extension materials to increase awareness and promote community participation in recovery activities.
- Maintain and manage the Red-tail website and freecall 1800 number for observers to report sightings.

Support others to implement the recovery plan:

- Support and work closely with stakeholders including LCLB, WCMA, GHCA, DELWP, DEW, Kowree Farm Tree Group, Zoos SA, Trees for Life, Greening Australia, and Trust for Nature to deliver on-ground work/actions to protect and restore SERTBC habitat.
- Encourage and support scientific research to address and inform management with respect to the SERTBC.

Community Engagement and Capacity Building:

- Engage volunteers, community groups and indigenous Australians in recovery activities for the SERTBC. This includes providing training opportunities for volunteers assisting in recovery activities.
- Develop and implement community education programs, including presentations to NRM managers, schools, Landcare groups, other agencies and farmers about the needs of the cockatoo and actions to support recovery.
- Attend field day events including the Lucindale Field Days and other community events to disseminate information, promote events and encourage community participation in recovery.
- Work with the 'Kids helping Cockies' Project Facilitator to educate and engage schools in habitat restoration activities for the cockatoo.
- Foster and maintain partnerships with funding agencies, project partners and volunteers.

Manage databases and records

- Maintain and manage the SERTBC sightings database, nest incentive records, newsletter contacts and annual count distribution lists.

Expert advice to decision makers:

- Provide expert advice (as required) to partner agencies and stakeholders in relation to the SERTBC and management of its habitat (habitat clearance applications and appropriate offsets, fire management, habitat restoration and protection activities etc).

Manage the Recovery Team:

- Coordinate and participate in quarterly Recovery Team Meetings. Prepare agenda, minutes and action table from Recovery Team Meetings and distribute to the Recovery Team in collaboration with the Recovery Team Chairperson.

Project Management:

- Manage and deliver contracts and project milestones on time and within budget as per funding agreements.
- Report on progress against project milestones to funding agencies (LCLB, WCMA and GHCMA), BirdLife Australia, donors and individuals as required.
- Seek, negotiate and apply for funding as required.
- Manage the safety and wellbeing of volunteers engaged in the project.

Selection Criteria

Essential

- A Bachelor's degree or equivalent in natural sciences
- Demonstrated knowledge of bird conservation in Australia
- Demonstrated experience in working successfully with rural community groups
- Demonstrated experience in effective communication with a broad range of stakeholders
- Demonstrated organisational, oral and written communication skills
- Ability to understand and interpret biological data and disseminate to the community
- Experience in working with and involving volunteers
- Knowledge of issues affecting rural land holders and communities in the region
- Demonstrated ability in managing projects and budgets
- A current driver's licence

Desirable

- Post-graduate qualifications in natural sciences
- Knowledge of the South-eastern Red-tailed Black-Cockatoo and threats to the population
- Experience in threatened species management and recovery
- Experience in producing newsletters, factsheets and media communication
- Experience in on-ground population monitoring work in rural Australia

- Experience in rural extension work

Workstyle, attributes, and attitudes

- A high level of professionalism in all work;
- Commitment to work collaboratively with all constituent groups, including staff, board members, volunteers, program participants, and other supporters;
- Ability to work well with minimum supervision, responsible and delivery focused;
- Ability to analyse and solve problems;
- A willingness and capacity to work flexible hours as and when required;
- A team player

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 and interstate travel
- Long periods of sedentary desk and computer duties and telephone use
- Possible lifting and moving of heavy equipment and objects
- Overnight and weekend work in the field and at conferences