

BirdLife Australia
Birds on Farms Project Officer ACT-Yass region project
Position Description
September 2022

standing together to stop extinctions

Birds on Farms Project Officer (ACT-Yass region)
September 2022



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 300,000 supporters, donors, volunteers, campaigners, and members, over 100 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 role of the Birds on Farms Project Officer is to support the implementation of a new project aimed at restoring woodland habitat, landscape connectivity, and populations of woodland birds on private rural properties across the ACT-Yass region of south-eastern Australia. It will deliver a 'Birds on Farms' program approach that encourages landscape-scale management of temperate woodlands and associated habitats, using a combination of monitoring, community education and engagement, restoration planning with landholders, and seeking leveraged funds to undertake targeted on-ground habitat restoration. This position will assist the Project Coordinator in the delivery of this project.

This new project builds on the momentum and success of Birds on Farms projects that have been facilitated by BirdLife Australia on rural properties across Australia in recent years.

Position title

Birds on Farms Project Officer (ACT-Yass)

Position objective

The objective of the Birds on Farms Project Officer role is to assist the Project Coordinator in the implementation of the new Birds on Farms habitat restoration project in the ACT-Yass region (see map on following page). Like other existing regionally-based Birds on Farms projects, this project aims to work with landholders and other stakeholders to deliver scientifically-robust cost-effective habitat management on rural properties in accordance with the interventions outlined within BirdLife Australia's Temperate Woodland Bird Conservation Action Plan (TWB CAP).

This position will work to establish a bird monitoring program in the project area involving local landholders and community members, implement education and engagement events, collaborate with project partners on various activities and work with landholders to develop property-based restoration and management plans for woodland birds. If leverage funds are obtained, then the role may also involve assisting the coordination and delivery of on-ground habitat restoration.

Status

This is Part-Time position 3 days per week (0.6 FTE) offered on a 30 month contract, through to the end of June 2025. Work hours can be flexible with some weekend and evening work required. A continuation to the contract would be offered subject to acceptable performance and available funding.

Reporting

This role reports to the Birds on Farms (ACT-Yass) Project Coordinator.

Staff reporting

The position may occasionally involve overseeing volunteers and contractors.

Remuneration / Job Level

Part time salary at Level 2, Grade based on program complexity, scale, experience and expertise (subject to future review).

Location

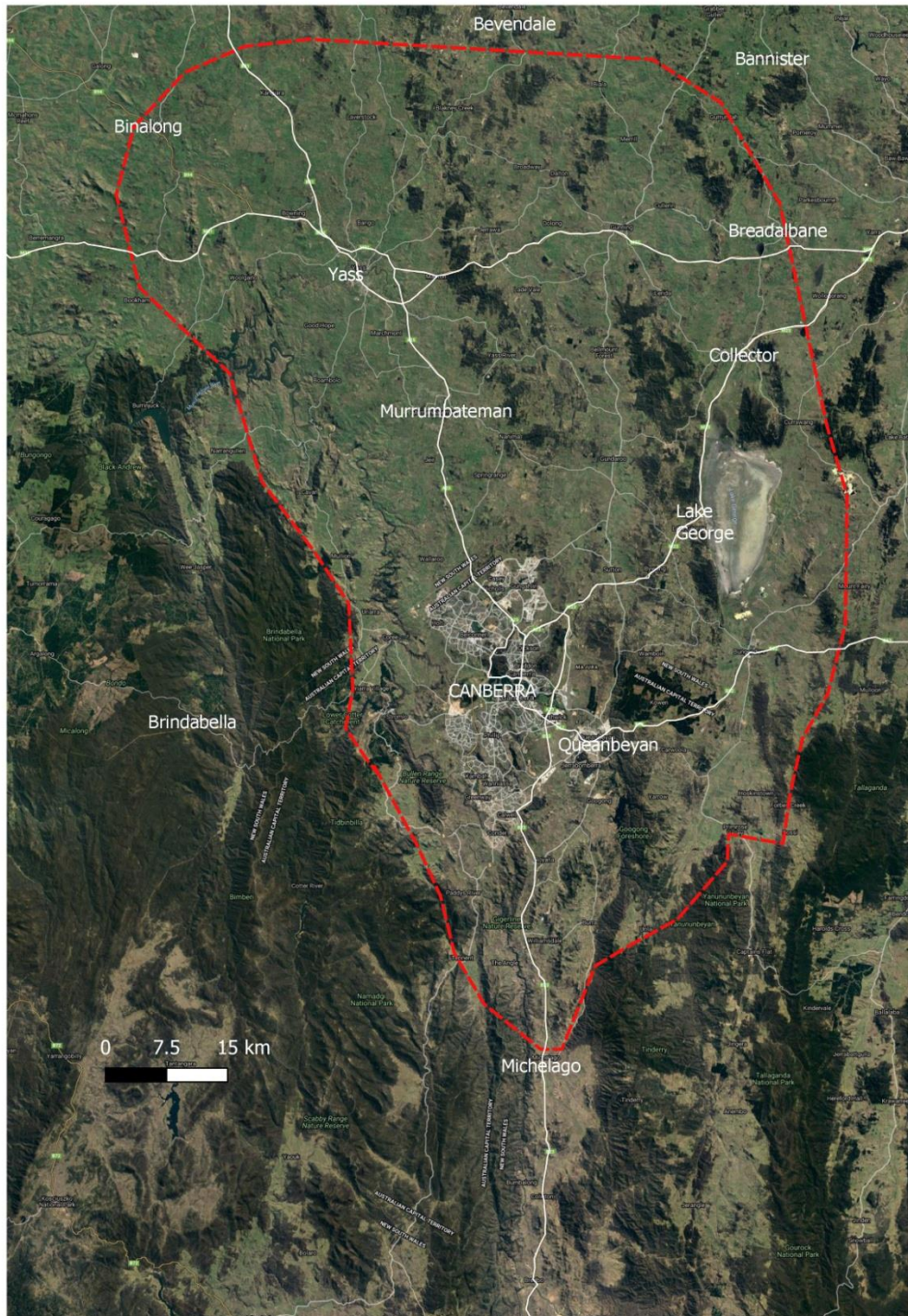
The project is based in the ACT-Yass region (see Figure 1). It is expected that the successful applicant would be based within or immediately adjoining the project area. Alternative locations will be considered based on strategic merit.

Key relationships

Internal: Woodland Bird Program Leader, Birds on Farms Program Manager, Birds on Farms (ACT-Yass) Project Coordinator, Head of Conservation & Science, Woodland Bird CAP Coordinator, other Birds on Farm project staff across Australia, Nature Climate Solutions Manager, Chief Executive Officer, Major Gifts Lead, other BirdLife team members (e.g., Conservation & Science, communications, engagement, administration).

External: Local landholders, NRM bodies, Local Government, Landcare and community groups, BirdLife Australia Branch (Southern NSW), First Nations People (including Traditional Owners and

representative groups), water authorities, Trust for Nature, birdwatchers, philanthropists, business and farming groups / associations, and the general public.



Project area – may be subject to change.

Travel requirements

Day trips within the project area will be regularly required. On occasions, some travel elsewhere within NSW and Australia may be required.

Duties

Project activities will be undertaken with a range of project partners and volunteers, and under the guidance and direction of the Birds on Farms (ACT-Yass) Project Coordinator.

Fieldwork and on-ground implementation:

- Work with local experts and other stakeholders to identify priority areas for conservation, restoration and monitoring.
- Assist in the establishment and implementation of a bird monitoring program within the project area, including:
 - Recruit landholders and assist with identifying survey locations.
 - Engage/train volunteer birdwatchers.
 - Coordinate periodic surveys.
- Assist in the development of restoration and management plans for private rural properties (e.g., strategic placement, landholder engagement, site activity planning and mapping and landholder agreements).
- If leveraged funding is secured, assist landholders and work with project partners (e.g., Landcare) in the implementation of on-ground habitat restoration, and associated monitoring to assess the ecological benefits.

Communicate knowledge to landholders and other community members:

- Encourage the retention and enhancement of important woodland habitat features, based on the recommendations of the Temperate Woodland Bird Conservation Action Plan.
- Develop and distribute relevant education materials to raise public awareness of the key conservation needs of threatened and declining woodland birds.
- Develop and implement community education presentations to promote the 'Birds on Farms' program within and beyond the project area to a range of audiences.
- Engage volunteers, community groups and indigenous Australians 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 project partners and volunteers (e.g., Landcare, farmer groups, CMA, BirdLife Branches, community groups, etc.).

Manage databases and records:

- Assist in the maintenance and management of project-generated data being added to relevant BirdLife Australia databases, such as the Birddata sightings database and our customer relations management system.
- Maintain and manage records of participant details and project information in Excel spreadsheets

Organisational representations and specialist knowledge:

- Represent BirdLife Australia and our values when meeting with existing and potential delivery partners, participants and other relevant stakeholders.
- Provide expert advice (as required) to partner organisations and stakeholders in relation to the project's objectives and outcomes.

Operational planning and management: (As required to assist the project coordinator with)

- Administration, reporting, planning and governance documents and implementation.
- Managing and delivering contract and project milestones on time and within budget as per funding agreements.
- Working with project partners and relevant BirdLife Australia staff to develop project communications material, including website content and Powerpoint presentations for use in workshops.
- Managing the safety and wellbeing of volunteers, contractors and other participants engaged in the project. This might involve developing and updating Risk Assessments as per BirdLife Australia's OHS requirements.

Selection Criteria

Essential

- A Bachelor's degree in Conservation Biology, Environmental Science or related field
- Demonstrated knowledge of woodland birds and their conservation in Australia
- Knowledge of issues affecting rural land holders and communities in the region, including the agricultural sector
- Excellent communications skills, including public speaking and writing for a variety of audiences
- Experience in working with volunteers and rural communities
- A current driver's licence

Desirable

- Experience in working successfully with rural community groups
- Experience in threatened species management and recovery
- Experience in habitat restoration works in rural Australia, including arboricultural works
- Proficiency with mapping tools and data management

Workstyle, attributes, and attitudes

- A high level of professionalism in all work
- A team player with a highly collaborative style and flexibility
- 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 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