

Program Leader – Systems Change and Innovation

Position Description

Date: Tuesday, 3 January 2023

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 330,000 supporters, donors, volunteers, campaigners and members, over 130 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 First Nations People 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

BirdLife Australia has developed an ambitious 10 year strategy to stop human-driven extinctions, reverse population declines of threatened birds, and put nature on a path to recovery. To support our capacity to deliver this new strategy, BirdLife is looking for a leader to influence systems change, explore innovations in conservation and develop our people. The Program Leader - Systems Change and Innovation will lead

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a team developing and delivering strategic projects and partnerships critical to the success of the Bird Conservation Strategy.

The Program Leader will:

- work with the Preventing Extinctions Managers and their teams to continue to develop emergency responses for highly imperilled birds at risk of extinction, including the development of best practice recovery plans and projects;
- work with our Government Relations Manager and the Campaigns and Participation Program Leader and teams to leverage our substantial supporter base to influence social and economic drivers and harness constituencies to leverage systems change;
- lead strategic 'growth' programs which require partnerships and leadership to deliver change at the scale we need (such as our Birds on Farms program and Nature-based Solutions program); and
- Explore and champion innovation across all our bird conservation programs.

Position title

Program Leader - Systems Change and Innovation

Position objective

Improve bird conservation outcomes by leading a high-performance team, applying innovations, and leveraging our programs to influence systems change.

Status

This is a full-time position (1FTE), offered on a continuous contract.

Staff reporting

Birds on Farms Program Manager; Nature Climate Solutions Manager, Preventing Extinctions Managers and teams.

This role plays a key part in influencing, coaching and mentoring across various teams.

Remuneration / Job Level

Full-time salary at Level 5 based on program complexity, scale and experience and expertise

Location

The position is based at BirdLife Australia's National Office in Melbourne. Alternative locations will be considered based on strategic merit.

Reporting

This position reports to the Head of Conservation and Science.

Key relationships

Internal: Head of Conservation and Science; Conservation Program Leaders and Managers, Campaigns and Participation Program Leader; National Public Affairs Manager, Communications and Engagement teams, CEO.

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External: Major stakeholders who influence decision-making on environmental, social and economic matters that impact Australia's birds and their habitat (e.g. State and Federal Government, NRMs). Potentially: relevant community groups and/or volunteers, environmental non-government organisations, First Nations People (including Traditional Owners and representative groups); relevant industry bodies and experts (including academics and/or management professionals).

Travel requirements

Some travel within Australia will be required.

Duties

Working to achieve the objectives of BirdLife Australia's conservation Programs, duties will include:

Influence change

- Work with BirdLife's staff to develop and nurture a network of relationships and pursue opportunities to develop partnerships and/or projects to influence systems change
- Provide leadership on activities to develop and promote incentives
- Working with BirdLife Australia's Campaigns team, policy advisor and Program Leaders to improve policies and programs
- Leveraging our substantial supporter base to influence the social and economic drivers behind many of the greatest threats to Australia's native birds
- Work with the private sector to influence the key decision-making processes that affect conservation targets
- Support delivery and expansion of the Preventing Extinctions Program

Managing alliances and people

- Build, manage, and support a high-performance team and develop BirdLife's people
- Review and enable innovation across the portfolio of science and conservation programs
- Support considered development of high growth programs

Building one strong organisation

- Program Leaders work as a part of a Leadership Community that ensures continuous organisational improvement and takes responsibility for creating a positive work environment
- Other duties that are reasonable and within the scope of the current position description

Selection Criteria

Essential

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- Strong leadership, organisational, planning and team management skills
- Demonstrated high level networking skills; excellent interpersonal, representational, and relationship-building skills
- A high level of competence in budgeting, reporting and financial planning for programs
- A positive outlook and ability to work collaboratively to achieve shared goals consistent with BirdLife Australia's values
- Demonstrated influence and negotiation skills to gain agreement and progress proposals or projects
- A history of applying innovative ideas and practices to drive improvement in the performance of organisation and/or projects
- Demonstrated ability to communicate with clarity, power, and passion to achieve communication objectives
- High level computer literacy

Desirable

- Experience in nature conservation with an understanding of the issues, stakeholders, complexity, and challenges
- Experience building or influencing partnerships or programs
- Threatened species recovery planning or project implementation experience
- A relevant degree and post graduate qualifications with at least five years relevant experience.

Workstyle, attributes, and attitudes

- A high level of professionalism and accountability 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 work plan 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

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<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