

# Program Leader – Terrestrial Birds

## 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

Reporting to the Head of Conservation & Science, the Program Leader – Terrestrial Birds will lead the planning, delivery, and review of the program to achieve the goals and targets set by the Bird Conservation Strategy 2023-2032.

## Program Leader – Terrestrial Birds

---

The Program Leader is responsible for managing a team, working across the organisation and collaborating with partners to deliver the Terrestrial Bird Program. The program currently comprises of projects relating to the delivery of Conservation Actions Plans (CAP) and alternatives such as Recovery Plans. These include:

- Threatened and declining South-East Woodland Birds; including a holistic multi-species, landscape scale approach to bird conservation delivered through partnerships as well as single species Recovery Programs Regent Honeyeaters, Swift Parrots and the South-Eastern Red-tailed Black Cockatoo;
- Threatened Mallee Birds;
- WA Threatened Black Cockatoos; and
- Other Terrestrial Bird projects established through the Preventing Extinctions program

The role has a strong focus on project management, working with our Project Management Office and team of program managers to oversee delivery of currently funded projects, identified priority CAP actions (such as on-ground recovery work for Regent Honeyeaters). The role will develop projects around other terrestrial bird priorities identified by the CAP, or projects established through the Preventing Extinctions Program.

The role will be responsible for building and maintaining partnerships, evaluating project progress for adaptive management, establishing research partnerships with universities and others, seeking policy change and community behaviour change. The position will also lead and develop a large team of conservation staff.

### Position title

Program Leader - Terrestrial Birds

### Position objective

Improve conservation outcomes for Australian birds by leading the delivery and development of the Terrestrial Birds Program.

### Status

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

### Staff reporting

Threatened Terrestrial Bird Manager, Black Cockatoo Program Manager, Woodland Birds Program Manager (Hunter), Woodland Bird CAP Coordinator, Clarksdale Sanctuary Coordinator. Direction on conservation priorities and allocation of resources across organisation. The role plays a key role in influencing, coaching and mentoring across various teams.

### Remuneration / Job Level

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

### Location

The position is based in BirdLife Australia National Office in Carlton, Victoria. Alternative locations will be considered based on strategic merit.

## Program Leader – Terrestrial Birds

---

### Reporting

This position reports to the Head of Conservation & Science.

### Key relationships

**Internal:** Head of Conservation & Science; conservation Program Leaders and other conservation program staff; Fundraising, Finance, Campaigns, Participation and Communications teams; BirdLife Australia's Research and Conservation Committee, and BirdLife Australia's Network.

**External:** All stakeholders who partner in program delivery and who influence drivers of decline and recovery (e.g. NRMs, State Governments, Federal Government, community groups, volunteers, universities, environmental non-government organisations, Indigenous Australians (including Traditional Owners and representative groups); business and industry; experts (including academics and management professionals); schools; general public.

### Travel requirements

Some travel within Australia will likely be required.

### Duties

Improve conservation outcomes for terrestrial birds by developing and delivering priority projects, and working across BirdLife Australia's departments to leverage capacity and resources, to:

- Deliver, evaluate and continuously improve the program's Conservation Action Plans (and equivalent) including for South-East Woodland Birds, Threatened Mallee Birds and Threatened Black Cockatoos and terrestrial bird projects established by the Preventing Extinctions Program;
- Develop and deliver other bird projects over time in-line with priorities identified by the Bird Conservation Strategy;
- Seek funding, including overseeing preparation of grant applications and funding pitches, to develop the scale and reach of terrestrial bird projects;
- Ensure priority recovery objectives identified in CAPs, recovery plans and the Bird Conservation Strategy are being delivered effectively;
- Maintain the reputation of the organisation in the conservation sector through continued excellence and scientific rigour in delivery of multi-faceted terrestrial bird projects and representation on relevant recovery fora;
- Work with the Project Management Office to manage contractual milestones to ensure projects meet deliverables on time and on budget, to ensure all reporting obligations are met and to build and strengthen project management capabilities across the team;
- Work with the Communications & Engagement Team to communicate best practice conservation, mobilise supporters and volunteers to achieve program objectives and represent BirdLife Australia in the media;
- Work with the Participation team to ensure the terrestrial bird program maintains an active, supported and engaged volunteer base who contribute to citizen science monitoring projects and delivery of on-ground and other actions which are identified CAP priorities;
- Work with the Fundraising Team to help finance the program;
- Work with the Finance Team to manage the program budgets;

## Program Leader – Terrestrial Birds

---

- Work in partnership with the Conservation and Science Teams to deliver the Bird Conservation Strategy;
- Work as part of a Leadership Community to evaluate progress and support adaptive planning to meet Bird Conservation Strategy goals and targets

### **Managing alliances and people**

- Manage, support and mentor a high-performance team and support professional development;
- Initiate and maintain effective alliances/relationships with external stakeholders and decision makers;
- Collaborate with BirdLife Australia's branches, groups, observatories, affiliates and other community groups to co-deliver the program;
- Lead continuous improvement and take responsibility for creating a positive work environment;
- Other duties as required by the Head of Conservation & Science

### **Selection Criteria**

#### **Essential**

- Proven ability to apply strong project management, resource planning and leadership skills; an ability to effectively prioritise team workloads and manage competing deadlines;
- Highly accountable with proven ability to work independently with a high level of strategic thinking, business acumen and problem-solving skills;
- Ability to develop and manage a resilient, high-performance team to deliver program outcomes;
- Demonstrated influence and negotiation skills;
- Excellent communication (written and verbal) and interpersonal skills with experience of producing reports and public presentations; High level computer literacy;
- Demonstrated experience in engaging with external stakeholders, decision makers and/or project partners;
- A positive outlook and ability to work collaboratively to achieve shared goals consistent with BirdLife Australia's values;
- Experience measuring program impact against indicators and targets to support adaptive management;
- Demonstrated ability to write successful grant and funding applications for a range of projects;
- Open to innovative ideas and practices, and a desire to strive for continuous improvement

#### **Desirable**

- Relevant post graduate qualification;
- Experience in the charity, philanthropy or environmental sector;
- Knowledge of terrestrial bird ecosystems, with an understanding of the issues, stakeholders, and challenges of bird conservation in this environment;
- Demonstrated success in working with Fundraising Team to engage donors;
- Demonstrated ability to influence policy, external programs and/or conservation outcomes; and

## Program Leader – Terrestrial Birds

---

### 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 changes, ability to provide constructive feedback;
- Ability to work well with minimum supervision, accepts high-level responsibility for work plan delivery; and
- 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