

Conservation Community Organiser

Position Description

Date: Monday, 7 August 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.

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

The Conservation Community Organiser plays an integral role in helping BirdLife Australia achieve its strategic goal of improving the conservation status of threatened birds.

Reporting to the Campaigns Manager, the Conservation Community Organiser will work across the organisation to deliver the objectives identified in priority conservation campaign strategies and to support, nurture and empower the BirdLife Network and the public to take meaningful advocacy actions.

Conservation Community Organiser agenda

Position title

Conservation Community Organiser

Position Objective

To lead the implementation of community organising (and other campaign tactics as directed by the Campaigns Manager) identified in priority conservation campaign strategies, which will empower BirdLife supporters and the public to protect birds and their habitats.

Status

This is a part-time role 4 days per week (0.8 FTE) position offered on a 12-month contract.

Staff reporting

None

Remuneration / Job Level

Salary at Level 3, Grade 1 (*As per published Level / Grade Remuneration Scales*)

Location

This role has a flexible location

Reporting

This position reports to the Campaigns and Participation Manager

Key relationships

Internal: Campaigns and Participation Program Leader, Campaigns Manager, Participation Manager, Digital Conservation Campaigner, Government Relations Manager, National Public Affairs Manager, Conservation Program staff, Communications and Engagement Program staff, BirdLife Australia volunteer Network Branch and Special Interest Group office bearers and committee members, other BirdLife volunteer groups, champions and members.

External: Environmental NGOs, elected representatives and government bureaucrats, local community and volunteer groups, business and private organisations, First Nations People (including Traditional Owners and representative groups), and experts (including academics and management professionals)

Travel requirements

Some travel within Australia may be required

Conservation Community Organiser agenda

Duties

- Work with the Campaigns and Participation Program Leader, Campaigns Manager, Participation Strategy Manager, Government Relations Manager, Digital Conservation Campaigner and other key staff to develop and implement priority conservation campaign strategies.
- Develop advocacy and organising resources that empower the BirdLife community to engage in priority conservation campaigns.
- Train and support local leaders (both online and offline) in community organising skills, using the “train the trainer” or similar model. Support local leaders to organise local advocacy action groups.
- Monitor and evaluate BirdLife’s organising efforts to inform future tactics and strategies.
- Liaise with relevant staff to identify cross-organisational opportunities and collaborate to design and implement organising tactics.
- Liaise with the Campaigns Manager and Government Relations Manager to build and foster constructive relationships with elected representatives at all levels of government.
- Work with the Campaigns Manager and Communications and Engagement team to develop key messages and public resources to support organising outcomes.
- Work with the Digital Conservation Campaigner to identify potential local leaders and develop supporter journeys to on-board leaders into the community organising stream.
- Collaborate with BirdLife Network and conservation staff to align advocacy outcomes and embed community organising principles across the Network and volunteer programs.
- Build and foster effective alliances and relationships with external stakeholders to deliver campaign strategies.

Selection Criteria

Essential

- At least one year experience in a similar community organising role
- Demonstrated ability to train, motivate and mentor people and groups to take meaningful action and lead change in their own communities
- Strong relationship building and communication skills, particularly presentation and influencing
- Demonstrated understanding of advocacy tools and tactics to influence change
- Strong project management and planning skills
- Demonstrated understanding of how to use digital tools to build an organising program at scale
- Ability to develop, facilitate and evaluate volunteer capacity building programs

Desirable

- An affinity with the aims and philosophy of a member based not for profit conservation organisation, philanthropy and environmental sector.
- Knowledge of threatened bird taxa and the conservation issues facing them
- Demonstrated ability to influence social or environmental change

Workstyle, attributes, and attitudes

- A high level of professionalism in all work

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- A strategic thinker and leader
- 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