

Sharing our Shores with Coastal Wildlife

Project Support

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 Sharing our Shores with Coastal Wildlife Project Support role will contribute a range of expertise into the delivery of Green Adelaide's 'Sharing our Shores with Coastal Wildlife' project. The priority actions of this project align closely and contribute to delivery of the national Migratory Shorebirds CAP and the Beach-nesting Birds Program Plan, with an emphasis on threatened species (Hooded Plover and Fairy Tern). Key initiatives of the project are to conserve and build resilience of coastal habitats, shorebird and seabird populations, and help coordinate strategic efforts across agencies, local government, community

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and industry to better conserve and protect the priority populations and habitats within the Green Adelaide, Hills and Fleurieu and Northern and Yorke Landscapes.

The role includes facilitation and guidance of key stakeholders, partner organisations and community groups, advising best practice threat mitigation and coastal works, preparing reports and submissions, volunteer training, support and management, stakeholder engagement and education, and tracking contract delivery including budgeting and regular reporting.

The 'Sharing our Shores with coastal wildlife' project will aim to maintain and strengthen community and local government momentum achieved through past investment (such as the Sapphire Coast Icon Project) and broaden outreach and conservation outcomes along the Northern Adelaide/Gulf St Vincent coastline, Adelaide metro beaches and priority coastal bird habitats in the region such as the Willunga Basin and Fleurieu Peninsula. The programme is part of both BirdLife Australia's coastal program and Green Adelaide's Coast and Seas programme, and is funded through the Green Adelaide Landscapes Levy.

Position title

Sharing our Shores with Coastal Wildlife Project Support

Position Objective

Improve conservation outcomes for Australian birds and coastal habitats by assisting with coordination, delivery and development of the Sharing our Shores with Coastal Wildlife project.

Status

Part-time position 4 days per week (0.8FTE) offered on a 12 Month max term contract.

Staff reporting

None

Remuneration / Job Level

Salary at Level 2 / 3 dependent on skills, experience, an expertise (*As per published Level / Grade Remuneration Scales*)

Location

The position is based in Adelaide or surrounds. Office space is provided at Port Adelaide. Alternative locations will be considered based on strategic merit.

Reporting

This position reports to the Coastal and Wetland Birds Program Leader.

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Key relationships

Internal: Sharing Our Shores Project Coordinator (Adelaide-based), Coastal and Wetland Birds Program Leader, Beach-nesting Birds team, Migratory Shorebirds team, Wetland Birds team, Conservation and Science Team, Head of Conservation and Science, Development, Finance and Communications teams, BirdLife Australia's Research and Conservation Committee, BirdLife Australia branches, Friends of Hooded Plover groups, AWSG.

External: Green Adelaide Landscape Board: the role works closely with the Green Adelaide Coast and Seas, Team Leader and team members, including council-hosted and Coastal Conservation Officers.

The Green Adelaide Board was established under the Landscapes SA Act 2019 and seeks to create Adelaide as a cool, green and water-sensitive city that encourages engagement with the natural environment from the urban community of 1.3 million people. Green Adelaide delivers a "hills to sea" integrated catchment approach with a target to have Adelaide proclaimed a "national park city" and to promote the biodiversity, coastal values, nature-connectedness and sustainable use of water resources across the metropolitan area. Partnerships and collaboration with all levels of government and non-government organisations, the community and Kauria is at the heart of delivering the programs of Green Adelaide.

In addition, all stakeholders who partner in program delivery and who influence coastal decision making (e.g. local governments, Landscape Boards, Parks authorities, State Government, Federal Government, community groups, volunteers, universities, 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

Regular travel in the Adelaide and Fleurieu region will be required, and occasional travel elsewhere in South Australia or interstate may be required.

Duties

Improve conservation outcomes by working with BirdLife Australia's Departments and Green Adelaide Coast and Seas Team, as well as with external partners, program participants and volunteers, to coordinate and deliver the Sharing our Shores with Coastal Wildlife project including:

- Facilitate expert input for landscape scale approaches to coastal wildlife conservation, with a focus on coastal bird conservation outcomes and other wildlife focal species identified in regional Coastal Action Plans, species recovery planning and BirdLife Australia's Beach-nesting Birds Program Plan (and associated CAPs) and the Migratory Shorebirds CAP.

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- Facilitate strategic partnerships with local government, state government, non-government organisations and alliances, to advance and negotiate coastal wildlife conservation outcomes.
- Improve understanding of regional coastal habitats and wildlife through investigations and citizen science.
- Facilitate and mentor community engagement to increase and strengthen participation in coastal wildlife conservation initiatives, and to build community stewardship for coastal wildlife and habitat conservation.
- Deliver and guide community awareness activities and initiatives to shape positive behaviours towards coastal wildlife and habitat preservation. This includes promoting behaviour change through key messaging around coastal habitat degradation and minimising shorebird disturbance when delivering workshops, presentations, meetings and events.
- Run community awareness and art activities such as 'The Flock Oz', to bring awareness and understanding to migratory shorebirds within Gulf St Vincent to community groups, schools and other regions.
- Develop submissions and engage in consultations that will influence coastal wildlife and habitat management and conservation, for example reviewing and improving delivery of the Dog and Cat Management Act and domestic animal management planning within local government areas.
- Continue to manage and support volunteer-based citizen science projects for threatened beach-nesting birds within the region; Hooded Plovers, Red-capped Plovers, Fairy Terns and Pied Oystercatchers. This may include site visits for monitoring or assistance with on-ground management, as well as installation of remote cameras.
- Review and evaluate data, and assist with preparation of scientific reports on the breeding success and threats to breeding Hooded Plovers.
- Assist with coordination and delivery of training and workshops for volunteers and land managers to ensure they follow best practice guidelines for monitoring and managing beach-nesting birds.
- Provide timely support and advice for volunteers and land managers throughout the region around coastal wildlife and habitat issues.
- In-line with the priorities within the Migratory Shorebird Conservation Action Plan (MS CAP), deliver workshops for people new to shorebirds, including regional Rangers and other staff i.e. District Ecologists, with the aim of up-skilling their knowledge and shorebird identification and transforming them into citizen scientists who will monitor shorebird populations.
- Facilitate the awareness and conservation of seabirds on regional offshore islands (Bird Island, Fleurieu Islands and the Pages). This includes coordination of volunteers, assistance with tern monitoring, and assistance with preparation of scientific reports.
- Manage contractual milestones to ensure projects meet their deliverables on time and on budget, and to ensure all reporting obligations are met.
- Develop Risk Assessment Matrices and coordinate OHS needs for projects relating to contract delivery
- Provide regular reports to Green Adelaide Landscape Board and BirdLife Australia, and related to funding contractual agreements. This includes attending and contributing to team meetings.

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- Develop and write funding applications where opportunities arise for priority actions at a regional scale or to contribute more broadly to the national Beach-nesting Birds Program Plan (and associated CAPs) or the Migratory Shorebirds CAP
- Navigate and resolve conflicts including managing expectations or compliance issues with volunteers or land managers, and resolving potential conflict with government agency policies and practices
- Contribute to relevant conservation and science, communications, campaigns and citizen science opportunities within BirdLife Australia

Selection Criteria

Essential

- A relevant degree and post graduate qualifications or five years relevant experience in the conservation sector
- Strong understanding of coastal wildlife and habitat conservation issues including complexity of coastal policy, zoning and regulations, and challenges of bird conservation in this environment
- An appreciation and understanding of science-based conservation
- Experience working with and coordinating volunteers, including managing expectations and compliance issues
- Demonstrated experience in coordinating the implementation of conservation projects
- Excellent liaison and consultation skills, ability to work constructively with community groups, volunteers, members of the public, as well as land managers and government agency staff
- Project planning and management skills, including managing multiple and varied tasks, experience measuring progress against objectives, resolving issues and overcoming obstacles to deliver contractual obligations on time and on budget
- Excellent communications skills, including public speaking and writing for a variety of audiences.
- High level computer literacy, including MS Excel, PowerPoint, Word, email packages
- Flexibility to work irregular hours including weekends and long days in the field
- Current driver's license

Desirable

- Strong understanding of coastal bird species and/or guilds including relevant experience in research, field work or education relating to coastally dependent birds
- Demonstrated ability to manage coastal conservation projects with multiple stakeholders
- An affinity with the aims and philosophy of a not-for-profit conservation organisation, philanthropy and the environmental sector
- Demonstrated ability to influence policy, external programs and/or conservation outcomes
- Demonstrated success in writing grant applications and/or engaging donors to secure funding
- Ability to find solutions. Demonstrated influence and negotiation skills to gain agreement and progress proposals or projects
- Level 2 First Aid Certificate
- Working with Children Check

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Workstyle, attributes, and attitudes

- A high level of professionalism in all work
- A team player with a highly collaborative style
- Works positively, effectively and sensitively with a wide range of people
- Ability to work well with minimum supervision
- A self starter, reliable and responsive
- Responds positively to feedback and accommodates change
- 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
- Conflict resolution

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