

# WA Bittern Coordinator

## Position Description

**Date: Wednesday, 24 July 2024**

### 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 350,000 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

#### Position title

WA Bittern Coordinator

# WA Bittern Coordinator

---

## Position objective

The purpose of this role is to coordinate delivery of a large, multi-stakeholder project aimed at improving understanding of how Australasian Bittern use wetlands in south-west WA and facilitating on ground intervention actions identified in the WA Bittern Recovery Plan to improve persistence of Bittern in the landscape.

Education, recruitment and training will bolster awareness of local threats to wetlands and birds (such as the Australasian Bittern), conservation solutions and bird-surveying capacity in the community and among local land holders. The role will also involve working with partner organisations and local land holders to deliver conservation outcomes for wetlands and Australasian Bittern through fencing and revegetation planning and implementation.

Research and monitoring will be a key aspect of this role to identify and prioritise key Australasian Bittern habitat on private properties for protection and enhancement. This data will then be used in collaboration with relevant stakeholders and land holders to deliver on-ground conservation actions to benefit wetlands, Australasian Bittern and other birds, and to further develop a Best Practice Guide for private land holders to expand the influence of the project.

## Status

This is a part-time position 4 days per week (0.8FTE) offered on a fixed term 15-month contract.

## Reporting

This role reports to the Manager Wetland and Migratory Shorebirds.

## Staff reporting

None

## Remuneration / Job Level

Salary at a Level 3 (based on published Level / Grade Remuneration Scales)

## Location

This is a hybrid position working one set day from the DBCA office in Albany and the remainder worked from a home-based location.

## Key relationships

**Internal:** Internal relationships: Executive Director Conservation & Science, Director Coastal and Wetland Birds, Manager Wetland and Migratory Shorebirds; other locally based project coordinators; members and volunteers of BirdLife WA.

**External:** Natural Resource Management groups (particularly South West Catchment Council; South Coast NRM); Department of Biodiversity Conservation and Attractions (DBCA) and other State Government departments; Wilson Inlet Catchment Council (WICC) and Oyster Harbor Catchment Group (OHCG). The project is supported by community groups, private landholders and First Nations organizations including

# WA Bittern Coordinator

---

Southern Aboriginal Corporation (SAC) and Binalup Aboriginal Corporation (BAC)<sup>1</sup> Green Skills; existing and new BirdLife Australia partners; community members.

## Travel requirements

Some travel within Australia will be required.

## Duties

- Project planning, coordination and implementation.
- Monitoring and reporting on key wetland sites for Australasian Bittern and other wetland birds.
- Working closely with stakeholders and landholders in the Manypeaks and Eungedup wetlands areas to identify, map and assess the condition of wetlands on private lands.
- Working with the Department of Biodiversity, Conservation and Attractions (DBCA) to plan, coordinate, implement and interpret a satellite telemetry trial.
- Engaging and working with landholders to protect and enhance wetland habitat for Australasian Bittern and other wetland birds on private lands. This will include prioritising and coordinating on-ground activities including fencing, fox baiting and revegetation.
- Managing and analysing monitoring and spatial data to inform on-ground practice and recommendations for future management of wetlands.
- Development and delivery of education, engagement and training resources and workshops.
- Preparing reports and educational material including a Best Practice Guide for farmers.
- Preparing and providing input into project newsletters, research publications, social media and other BirdLife publications as required.
- Engaging and communicating effectively with project partners, stakeholders, volunteers and BirdLife Australia staff.
- Participating as an active member of the WA Australasian Bittern Recovery Team and regularly reporting project progress at meetings.
- Consolidating program reporting to the Saving Native Species committee.

## Selection Criteria

### Essential

- Degree in Conservation Biology, Environmental Science or related field.
- Demonstrated analytical skills, including the ability to collect and interpret data to answer research questions, and demonstrated initiative with project planning and implementation.
- Demonstrated organizational and project planning/coordination skills, including the ability to coordinate and prioritise multiple project elements, operate within budget and meet project deadlines.
- Demonstrated excellent verbal and written communication skills and experience preparing project reports.
- Capacity to work both collaboratively within a team and independently.
- Ability (and preferably demonstrated experience) to liaise effectively with multiple stakeholders including landholders.

# WA Bittern Coordinator

---

- Knowledge of wetland birds and bird identification skills.
- GIS skills particularly in spatial habitat mapping.
- A willingness and capacity to work flexible hours as and when required and to travel to the south coast.
- 'C' class drivers licence and access to an appropriate vehicle.

## Desirable

- Knowledge of the biology and ecology of the Australasian Bittern.
- Experience working with volunteers and community groups on conservation projects.
- Experience with revegetation projects.

## Workstyle, attributes, and attitudes

- a high level of professionalism in all work;
- a self-starter;
- a strategic thinker;
- a desire to strive for continuous improvement in the performance of the organisation;
- a team player with a highly collaborative style; the flexibility and finesse to 'manage by influence';
- responds positively and accommodates change;
- a commitment to work collaboratively with all constituent groups, including staff, board members, volunteers, program participants, and other supporters;
- ability to work well with minimum supervision, accepts high-level responsibility for program delivery;
- ability to analyse and solve problems with flexibility; 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:

<b>Passion</b>	<b>Excellence</b>	<b>Leadership</b>	<b>Collaboration</b>	<b>Integrity</b>	<b>Impact</b>
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.

## WA Bittern Coordinator

---

- Possible lifting and moving of heavy equipment and objects
- Overnight and weekend work in the field and at conferences.