

Far Eastern Curlew Recovery Coordinator Position Description

Date: Monday, 25 November 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.

Position title

Far Eastern Curlew Recovery Coordinator

Position objective

BirdLife Australia is a lead organisation for the recovery of threatened birds in Australia.

Far Eastern Curlew Recovery Coordinator

This position will play a key role in recovery action coordination for the Far Eastern Curlew (*Numenius madagascariensis*). Working with key stakeholders, including state, local and federal governments, community organisations, natural resource management authorities, researchers and special interest groups and other representatives, this position will coordinate, support and enable the implementation of key recovery actions and initiatives identified in the single species Action Plan. This position will seek to form a Recovery Team focused on delivery of actions within Australia.

Status

This role is a part-time (0.7 FTE) role will be contracted to March 2026 on a maximum term contract. Continuation will be subject to available funding.

Staff reporting

None

Remuneration / Job Level

Part time salary pro-rata at Level 3, with level-based program complexity, scale, experience and expertise

Location

This role has a flexible location.

Reporting

This position reports to the Manager Wetland and Migratory Shorebirds.

Key relationships

Internal

Manager Policy and Species Recovery, Director Coastal and Wetland Birds, Migratory Shorebirds Team, Director Terrestrial Birds, Director Science and Priority Landscapes, Director Bird Conservation Strategy, Senior Advocacy Manager, Conservation Program Managers, Australasian Wader Studies Group (AWSG), BirdLife Network groups, Species Recovery Coordinators and Advisors, Participation and Engagement, and other departments.

External

Far Eastern Curlew Taskforce, Migratory Shorebirds Steering Committee, National Recovery Teams, Conservation Committees, Australian Government, state and local government authorities, NRMs, researchers, experts, community organisations, and other stakeholders.

Travel requirements

Some travel within Australia may be required.

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Duties

Working with the Manager Wetland and Migratory Shorebirds, Manager Policy and Species Recovery, Species Recovery Support Coordinator and more broadly, the Migratory Shorebirds team, to:

- Support the implementation of and monitor performance against the International Single Species Action Plan for the conservation of Far Eastern Curlew, Wildlife Conservation Plan for Migratory Shorebirds and key conservation projects that are identified as priorities under these plans, aligned to BirdLife's mission and vision and indicators under the Bird Conservation Strategy.
- Establish and lead the coordination and administration of the Far Eastern Curlew National Recovery Team and key working groups (community, research), maintain membership, roles and partnerships, records, project planning, meetings, and budgeting of Recovery Team finances. This includes defining and differentiating the role of the Australian Recovery Team in relation to the existing international taskforce.
- Support National Recovery Plan coordination initiatives, including TSX data reporting, improved governance and coordination of key initiatives through the committee members, actions and strategies, annual reporting under the National Reporting Framework to the Federal Government.
- Provide assistance or guidance to the development of the Recovery Team's Work Plans, to guide recovery efforts for 18-24 months (or beyond).
- Facilitate communications between the National Recovery Team and Department of Climate Change, Energy, Environment and Water (Commonwealth), committee members, conservation partners and external stakeholders such as the Far Eastern Curlew International Taskforce. This includes supporting *the Australian Government's future review of the International Single Species Action Plan for the Far Eastern Curlew*.
- Facilitate Strategic Partnerships with local governments, state governments, non-government organisations and alliances, including international organisations, to advance Far Eastern Curlew conservation outcomes.
- Support stakeholders with species monitoring, identify key knowledge or data gaps and implement actions to fill gaps. This includes investigating the efficacy of targeted Far Eastern Curlew monitoring and establishing best practice methodology.
- Seek to ensure all internationally significant sites for Far Eastern Curlew in Australia have active stakeholder engagement and are consistently monitored to standards for reporting, and undertake stakeholder elicitation at these sites to identify key threats and tailored solutions,
- Support and lead initiatives to grow funding and resources to implement key conservation actions, including preparation of grant applications and funding pitches, and development of relationships with key funders, to develop the capacity, scale and reach of the program and local projects.
- Contribute to key evaluation, learning and improvement in governance, coordination and communications requirements for the National Recovery Team and National Recovery Plan.
- Assist in the coordination of recovery planning workshops, training, on-ground actions, community outreach, content and communications, and where appropriate preparation of written communications, media, web content, events and advice to groups to assist with

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campaign messaging and approaches. This includes raising awareness within Australia of the Far Eastern Curlew and its threatened status and needs and supporting development of a strategy towards behaviour change for beach users to reduce disturbance at key sites.

- Participate in the BirdLife Recovery Coordination community of practice and Migratory Shorebird CAP working group(s) where appropriate.
- Assist the Recovery Team and BirdLife to identify potential legislative or policy opportunities to improve Far Eastern Curlew conservation and habitat management and protections and to identify any potential proposals that could impact their conservation, develop or contribute to submissions, and engage in consultations.
- Work as part of a team that ensures continuous organisational improvement and takes responsibility for creating a positive work environment.
- Other duties as required by the Migratory Shorebird Team's activities, goals and targets that are reasonable and within the scope of the current position description.

Selection Criteria

Essential

- University qualifications in ecology or another relevant discipline, and at least three years' experience working in the field of applied conservation.
- Strong knowledge of species recovery, management of threats and conservation solutions, technical expertise in species conservation.
- Strong interpersonal, representational and relationship-building skills, including experience managing and consulting with stakeholder groups, and conflict resolution skills.
- Experience working with and coordination of multiple stakeholders, committees and community.
- Strong project management, planning and organisational skills. Attention to detail.
- Ability to self-start, work to tight timelines and demonstrated experience delivering grants on time, on budget and to the funder's satisfaction.
- Demonstrated ability to work both independently and as part of a team.
- Excellent written, verbal and interpersonal communication skills. Competency in word processing.

Desirable

- Knowledge of migratory shorebirds, the legislative agreements in place, and the stakeholders working across Australia, the Flyway and internationally to protect these birds.
- A post-graduate degree in ecology or another relevant discipline.
- Demonstrated analytical skills, including managing and analysing datasets, and knowledge of other tools, including MERIT.
- Demonstrated interest in and knowledge of threatened species conservation and recovery programs.
- Experience in conservation advocacy and policy influence.
- An appreciation and understanding of science-based conservation, and a desire to find practical solutions to managing human-wildlife conflict.

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Workstyle, attributes, and attitudes

- A positive outlook and ability to work collaboratively to achieve shared goals consistent with BirdLife Australia’s values
- Demonstrated personal initiative and problem-solving skills
- Ability to work with a variety of people
- Reliable, dedicated and focused
- Ability to work well with minimum supervision and to take 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

Safety 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