

# Australasian Bittern Recovery Project Coordinator

**Date: Friday, 10 January 2025**

## 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

Australasian Bittern Recovery Coordinator

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## Position objective

The Australasian Bittern is a nationally endangered wetland bird with discrete populations in Australia's south-east and far south-west. The main objectives of this position are to coordinate and implement priority actions identified in the National Recovery Plan for the Australasian Bittern *Botaurus poiciloptilus*. The plan sets out the objectives and actions needed to improve the condition and extent of critical habitats and manage the most significant short-term threats to the Bittern to maintain and support recovery of the population.

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, enable and track the implementation of key recovery actions and initiatives identified in the Action Plan. This position will seek to form a Recovery Team focused on delivery of actions within Australia with assistance from BirdLife's Western Australia Bittern Coordinator .

## Status

This is a part-time position 3-4 days per week (0.6-0.8 FTE) offered by negotiation on a 2-year max term contract up to March 2026. Hours are flexible with some weekend and evening work required.

## Reporting

Manager Wetland and Migratory Shorebirds

## Staff reporting

NIL

## Remuneration / Job Level

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

## Location

This role can be based at the BirdLife Australia National Office in Carlton, Victoria, or interstate based in Eastern Australia (by negotiation).

## Key relationships

**Internal:** Director Coastal and Wetland Birds, Executive Director Conservation and Science, other Conservation and Science team recovery coordinator or equivalent members, Policy and Species Recovery Manager, Species Recovery Support Coordinator

**External:** Australasian Bittern Recovery Team, Conservation Committees, Australian Government, state and local government authorities, NRMs/LLS/CMAAs, researchers, experts, community organisations, water holders, industry and other stakeholders including farmers and school groups, and the general public.

## Travel requirements

Some travel within Australia will be required.

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## Duties

Working with the Manager Migratory and Wetland Birds, Manager Policy and Species Recovery, Species Recovery Support Coordinator, the Western Australian Bittern Coordinator and more broadly, the Wetland Birds team, to:

- Support the implementation of and monitor performance against the Action Plan for the Australasian Bittern;
- Establish and lead the coordination and administration of the Australasian Bittern National Recovery Team and key working groups (community, research), maintain membership, roles and partnerships, records, project planning, meetings, and budgeting of Recovery Team finances;
- 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 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;
- Facilitate Strategic Partnerships with local governments, state governments, non-government organisations and alliances, including partners in New Zealand, to advance Australasian Bittern 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 Bittern monitoring and establishing best practice methodology;
- Seek to ensure all significant sites 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;

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- 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 campaign messaging and approaches. This includes raising awareness of the Bittern and its threatened status and needs, and supporting development of a strategy towards behaviour change;
- Participate in the BirdLife Recovery Coordination community of practice and Western Australian Australasian Bittern Recovery Team where appropriate;
- Assist the Recovery Team and BirdLife to identify potential legislative or policy opportunities to improve Australasian Bittern 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; and
- Other duties as required by the Wetland Bird Team's activities, goals and targets that are reasonable and within the scope of the current position description.

## Selection Criteria

### Essential

- A Bachelor's degree or equivalent in natural sciences
- Demonstrated knowledge of bird conservation in Australia
- Experience in working successfully with rural community groups
- Experience in effective communication with a broad range of stakeholders
- Demonstrated organisational, oral and written communication skills
- Experience in working with and involving volunteers
- Demonstrated ability in managing projects and budgets
- A current driver's licence.

### Desirable

- Post-graduate qualifications in natural sciences
- Knowledge of the Australasian Bittern and threats to the population
- Experience in threatened species management and recovery
- Knowledge of issues affecting rural land holders and communities in the region
- Experience in on-ground population monitoring work in rural Australia
- Experience in rural extension work

### Workstyle, attributes, and attitudes

- A high level of professionalism in all work
- A strategic thinker and leader

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- 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

<b><i>Passion</i></b>	<b><i>Excellence</i></b>	<b><i>Leadership</i></b>	<b><i>Collaboration</i></b>	<b><i>Integrity</i></b>	<b><i>Impact</i></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
- Possible lifting and moving of heavy equipment and objects
- Overnight and weekend work in the field and at conferences