

Senior Advisor First Nations

Position Description (Proposed)

Date: Tuesday, 26 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 nature loss and restores Country. BirdLife Australia acknowledges and respects the rich and diverse cultures of Aboriginal and Torres Strait Islander peoples and we are proud of our existing First Nations partnerships as we work together to achieve the conservation of Australia's birds.

For over 120 years, we have been a community organisation that has welcomed people from diverse backgrounds to share our love for birds and join our efforts to better understand and protect them. Our First Nation partnerships are built on our understanding that the First Nations people of Australia hold unique knowledge of and rights to land throughout the country. Traditional knowledge, innovation and practices form an important foundation for BirdLife's approach to conservation planning.

Our work benefits from the role birds play in the lives of all people, and we particularly honour the powerful role birds play in First Nations culture. At BirdLife Australia we like to think that birds are the carriers of stories, and that they can teach us all how to live on land and sea Country. Through their stories we can learn how to live in a world where birds and nature are valued, conserved, and restored, sustaining a healthy planet for the benefit of all people.

BirdLife Australia is seeking to bring together a science and evidence-based approach to bird conservation with the wisdom of traditional ecological knowledge. Through a shared understanding of the value of all birds, including both their cultural and conservation significance, we can build responses that halt their decline. Together we can take action to care for Country in a way that ensures both people and birds can thrive.

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, and we are a 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. Our staff understand and appreciate the contribution made by our volunteers and take an inclusive approach drawing on 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.

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The role

BirdLife Australia recognises that traditional ecological knowledge is essential to conservation. The Senior Advisor First Nations will lead BirdLife Australia's efforts to integrate and elevate First Nations perspectives, knowledge, and leadership in our conservation work. This role will advise developing and implementing strategies to engage and collaborate with Indigenous communities in caring for Country and ensure their active participation in conservation initiatives.

Position title

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Position objective

Advise the Executive Leadership Team and Board on engagement with First Nations to support self-determination and elevate First Nations perspectives, knowledge, and leadership in the delivery of BirdLife Australia's Bird Conservation Strategy.

Status

This is a full-time position (1FTE), offered on a continual contract.

Reporting

This role reports to the Executive Director Strategy and Governance

Staff reporting

None

Remuneration / Job Level

Salary at a Level 5 (based on published Level / Grade Remuneration Scales)

Location

This role can be based at the BirdLife Australia National Office in Carlton, Victoria, or interstate.

Key relationships

Internal: Executive Director Conservation & Science, Conservation and Science team, Directors and Senior Managers: Bird Conservation Strategy, Business Planning, Communications & Media, Fundraising, Marketing, and Participation teams, BirdLife Australia's Research and Conservation Committee, and BirdLife Australia's Network.

External: First Nations communities and organisations, government agencies, academic institutions, conservation partners, and the general public.

Travel requirements

Travel within Australia will be required.

Duties

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Strategic Leadership:

- Lead the development of a cultural competency framework and a strategy to support self-determination and integration of First Nations perspectives and knowledge into BirdLife Australia's conservation programs.
- Provide leadership in building partnerships with Aboriginal communities and organisations.
- Provide advice to the leadership team to ensure that BirdLife Australia's programs and initiatives respect and incorporate traditional knowledge, cultural practices and cultural safety.

Community Engagement:

- Foster relationships with First Nations communities and organisations to promote self-determination and collaboration in conservation activities.
- Advise an appropriate outreach program for the participation team to implement - to ensure early engagement of Aboriginal people in bird conservation efforts.
- Support the engagement and participation of Indigenous communities in BirdLife Australia's research and conservation projects.
- Provide advice to BirdLife Australia staff to ensure First Nations rights to cultural knowledge are respected and protected.

Capacity Building:

- Lead the development and implementation of training and capacity-building programs for BirdLife Australia staff and volunteers on First Nations cultural competency.
- Recognise and celebrate the contributions of First Nations people to conservation.

Advisory and Support:

- Provide advice and support to BirdLife Australia's leadership team on First Nations engagement and participation matters.
- Advise organisational leaders to maximise compliance with relevant cultural protocols and ethical standards in all interactions with First Nations communities.

Program Management:

- Provide advice on the delivery and evaluation of projects and initiatives that involve First Nations communities.
- Ensure effective management of program budgets and resources.
- Monitor and report on program outcomes against the Bird Conservation Strategy Indigenous Engagement Actions and provide recommendations for improvements.

Stakeholder Engagement:

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- Build and maintain relationships with key stakeholders, including First Nations organisations, government agencies, and conservation partners.
- Represent BirdLife Australia at events and in the media including on matters related to First Nations engagement.

Selection Criteria

Essential

- Aboriginal & Torres Strait Islanders are eligible to apply for this position under the special measure provision, Section 12 of the Equal Opportunity Act 2010 (Vic).
- Strong leadership, organisational planning, and relationship-building skills.
- Demonstrated experience in developing and implementing strategies for engaging with the Indigenous communities.
- Ability to work collaboratively to achieve shared goals consistent with BirdLife Australia's values.
- Demonstrated influence and negotiation skills.
- Excellent communication (written and verbal) and interpersonal skills.
- High level of cultural competency and understanding of Indigenous cultural protocols.

Desirable

- Experience in the for-purpose sector, particularly in conservation or environmental NFPs.
- Experience in building or negotiating partnerships and programs.
- Degree or equivalent experience in community engagement, ecology or related fields

Workstyle, attributes, and attitudes

- Experience in the for-purpose sector, particularly in conservation or environmental NFPs.
- Experience in building or influencing partnerships or programs.
- Experience working with Indigenous communities.

Other information about this role

The filling of this position is intended to constitute a special/equal opportunity measure under section 8(1) of the Racial Discrimination Act 1975 (Cth), and: s 27 of the Discrimination Act 1991 (ACT) / s 57 of the Anti-Discrimination Act 1996 (NT) / s 105 of the Anti-Discrimination Act 1991 (Qld) / s 65 of the Equal Opportunity Act 1984 (SA) / ss 25 and/or 26 of the Anti-Discrimination Act 1998 (Tas) / s 12 of the Equal Opportunity Act 2010 (Vic) and s 8(4) of the Charter of Human Rights and Responsibilities Act 2006 (Vic) / s 51 of the Equal Opportunity Act 1984 (WA)]. The position is therefore only open to Aboriginal or Torres Strait Islander applicants.

Living our Values

- Promote and role model appropriate behaviours that support BirdLife Australia's culture and values
- Actively demonstrate organisational values

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<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

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