

# Southwest Black-Cockatoo Recovery Coordinator Position Description

**Date: Thursday, 19 December 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

Southwest Black-Cockatoo Recovery Coordinator

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## Position objective

BirdLife Australia is a lead organisation for the recovery of threatened birds in Australia. This position will play a key role in recovery action coordination for the three Black-Cockatoos endemic to southwest Australia (*Calyptorhynchus banksii naso*, *Zanda baudinii*, and *Zanda latirostris*) as the new multi-species Recovery Plan for these taxa is developed. Working with the Recovery Team, state, local and federal governments, community organisations, natural resource management authorities, researchers and special interest groups and other representatives this position will support the development of this Recovery Plan and enable the implementation of key recovery actions and initiatives identified in the Plan.

## Status

This role is a part-time (0.8 FTE) role until March 2026, offered on a maximum term contract. Continuation will be subject to available funding.

## Staff reporting

None

## Remuneration / Job Level

Full time salary at Grade 3, with level-based program complexity, scale, experience and expertise.

## Location

The preferred position will be based in Perth, Western Australia. Alternative locations will be considered based on strategic merit.

## Reporting

This position reports to the Manager Black-Cockatoos.

## Key relationships

### Internal

Manager Policy and Species Recovery, Species Recovery Support Coordinator, Director Terrestrial Birds, Science and Innovations Manager, Bird Conservation Strategy Director, Senior Manager Advocacy, BirdLife Network groups, Species Recovery Coordinators and Advisors, Participation and Engagement, Science and Priority Landscapes and other departments.

### External

Australian Government (DCCEEW), Western Australian Government (DBCA), Carnaby's and Forest Black-Cockatoo Recovery Teams, state and local government authorities, NRMs, researchers, zoos, experts, researchers, community organisations, landowners and other stakeholders.

## Travel requirements

Some travel within Australia may be required.

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## Duties

Work with the Manager Black-Cockatoos, Manager Policy and Species Recovery, and Species Recovery Support Coordinator to:

- Assist in the compilation of documentation, coordination of workshops or other activities, to inform the development of the new multispecies Southwest Black-Cockatoo Recovery Plan;
- Promote the development of the new plan through other workshops, on-ground actions and community outreach opportunities;
- Assist drafting clear terms of reference and other support tools for the new Recovery Plan.
- Assist with the organisation of Recovery Team meetings;
- Facilitate communication between Recovery Team members, conservation partners, and other external stakeholders;
- Support the implementation of and monitor performance against the multispecies Southwest Black-Cockatoo Recovery Plan and key conservation projects that are identified as priorities under this plan, aligned to BirdLife's mission and vision and indicators under the Bird Conservation Strategy;
- Support 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;
- Contribute to key evaluation, learning and improvement in governance, coordination and communications requirements for the Recovery Team and Recovery Plan;
- 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;
- Assist in preparation of written communications, media, web content, events and advice to groups to assist with delivery of recovery actions;
- Participate in the BirdLife Recovery Coordination community of practice;
- Assist the Recovery Team and BirdLife to identify potential legislative or policy opportunities to improve Black-cockatoo 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 Recovery 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 5 years' experience working in the field of applied conservation.

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- 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 multiple stakeholders, committees and community.
- Strong project management skills, including budget management and reporting.
- 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

- A post-graduate degree in ecology or another relevant discipline.
- An understanding of Black-Cockatoo ecology and conservation, and the challenges they face.
- 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.
- An appreciation and understanding of science-based conservation, and a desire to find practical solutions to managing human-wildlife conflict.

## 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

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| <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 |

## 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