



**BirdLife Australia**

**Post-fire Assessment Coordinator  
Cryptic Heathland Birds**

**October 2020**

## Position description

### The organisation

BirdLife Australia is a science-based grass roots bird conservation charity and has over 175,000 supporters and volunteers. We are a diverse organisation with offices in three states, as well as branches, special interest groups, observatories and reserves, working across the nation.

BirdLife Australia is governed by an elected Board of Directors which meets quarterly, and day-to-day operations are managed by the Chief Executive Officer.

BirdLife Australia currently employs over 90 staff, who are dedicated to conservation and research programs. The organisation is very lean and relies on a small core team of management and administrative staff. Working well as a team is an essential element of our organisation.

A significant part of BirdLife Australia's work is done by volunteers who work collaboratively with staff to achieve our goals. It is important that all staff understand and appreciate the contribution made by the organisation's volunteers, and are mindful of the varying skills, interests and motivations they bring.

BirdLife Australia acknowledges the important role Traditional Owners 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

This is an exciting new role working with BirdLife Australia (BirdLife) to assess the impacts of the 2019/2020 summer fires on Mainland Ground Parrot (MGP) and Eastern Bristlebird (EBB) across their known ranges. Working with BirdLife staff, government agencies and species' experts from Vic, NSW and QLD, the coordinator will be responsible for

- planning, implementing and reporting on field assessments of fire impacts on these species.
- leading on the development of a consistent, national approach to population monitoring for these species, including recommendations on the use of passive acoustic monitoring.
- collating a library of field recordings of calls to facilitate the future development of efficient acoustic monitoring technology
- contributing to the development of up-to-date national recovery plans for these species.

This work is funded by the Australian Government's *Wildlife and Habitat Bushfire Recovery Program* and funds raised through BirdLife Australia's bushfire appeal.

### Position title

Post-fire Assessment Coordinator - Cryptic Heathland Birds

### Position objective

To ensure recovery efforts for fire-affected Mainland Ground Parrot and Eastern Bristlebird are based on a comprehensive understanding of the impacts of the 2019/2020 fires on these species, and to

work with stakeholders to develop a more coordinated, national approach to monitoring and post-fire recovery of these species.

BirdLife's ultimate, long-term objective is to improve conservation outcomes for Mainland Ground Parrot and Eastern Bristlebird and prevent their extinction.

### Status

This is a full-time position offered until the end of October 2021. A continuation to the contract may be offered subject to acceptable performance and available funding.

### Staff reporting

Casual staff undertaking field work associated with the project.

### Remuneration / Job Level

Full-time at Level 3 (\$68,201 - \$75,482 plus 9.5% superannuation) based on experience and expertise.

### Location

The position is flexible, based in Melbourne or Sydney. Alternative locations will be considered based on strategic merit.

### Reporting

This position reports to the Preventing Extinctions Program Manager

### Key relationships

**Internal:** Bushfire Response Coordinator, Preventing Extinctions Program Manager, Preventing Extinctions Project Coordinator, Conservation team, Science and Research team, BirdLife network.

**External:** Species' experts in relevant government agencies in NSW, VIC, QLD and the Commonwealth, academics, Landcare groups.

### Travel requirements

Some travel within Australia will be required.

### Duties

The incumbent will work with the Bushfire Response Coordinator, other staff and key stakeholders to:

- **Plan and undertake field assessments of fire impacts on MGP and EBB:** includes designing, organising and taking part in field surveys at key sites in Victoria, NSW and QLD. The incumbent will be responsible for liaising with external stakeholders to avoid duplication of survey effort. In consultation with the Bushfire Response Coordinator, the incumbent will recruit, train and manage casual field staff to assist or lead on field surveys. Surveys will include the use of passive acoustic monitoring devices to detect species' presence/absence and collect field recordings of species' calls suitable for use in the development of call recognisers.
- **Collate, manage and report on the results of field assessments:** includes managing all data; mapping survey outcomes; collating a library of acoustic recordings; negotiating access to third party data; and preparing a comprehensive report on the impacts of the 2019/2020 fires on MGP and EBB.

- **Lead on the development of a consistent, national approach to population monitoring for these species:** in collaboration with external partners with expertise in survey design for cryptic species. This will likely include recommendations on the use of passive acoustic monitoring techniques for these species.
- Contribute to the development of up-to-date national recovery plans for these species.
- Develop and maintain collaborative partnerships with relevant government agencies, non-government organisations, and community groups.
- Work closely with the Bushfire Response Coordinator and Preventing Extinctions Program Manager to ensure the project operates within budget and meets project deliverables and deadlines.

## Selection Criteria

### Essential

- A minimum of an Honours Degree in Conservation Biology, Environmental Science or related field
- Demonstrated planning and project coordination skills, including experience prioritising project tasks, reviewing and managing project deliverables, meeting project deadlines and operating within budget.
- Demonstrated analytical skills, including managing and analysing datasets, and knowledge and experience with Geographic Information Systems and their use in mapping
- Excellent verbal and written communication skills, including experience in preparing project reports and publications
- Skills and experience in bird identification, including relevant experience undertaking bird surveys with fitness levels sufficient to undertake long work days in challenging vegetation and terrain.
- Strong interpersonal, representational and relationship-building skills, including experience networking and consulting with stakeholder groups. Demonstrated ability to work both independently and as part of a team
- 'C' class driver's licence.

### Desirable

- 2 years' experience in the environmental sector.
- Demonstrated interest in and knowledge of threatened species conservation and recovery programs.
- Experience in the use of passive acoustic monitoring equipment and analysis of acoustic recordings
- Senior first aid certificate
- 4WD certificate and experience with off-road driving.

### 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, 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.

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