



BUSH HERITAGE
AUSTRALIA



Information for Candidates

Chief Executive Officer

July 2023

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LEADERSHIP



BUSH HERITAGE AUSTRALIA



Our 2030 Strategy

We intend to deepen and double our impact by 2030 – protecting, restoring and regenerating a total of 30 million hectares of land (an area larger than the state of Victoria).

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About Bush Heritage Australia

Bush Heritage Australia is a leading not-for-profit conservation organisation that protects ecosystems and wildlife across the continent. We use the best science, conservation and right-way knowledge to deliver landscape-scale impact. We're on the ground, working with Aboriginal and Torres Strait Islander people and the agricultural sector to make sure our impact is deep, sustainable and collaborative.

Our Vision

Healthy Country Protected Forever

Our Mission

To return the bush to good health

Our 2030 Strategy

To deepen and double our impact



BHA Values

1. How we move in the world

“You need all the layers to have a thriving ecosystem.”

- Richness of everything working together
- Deep connections, strong community
- Relationships grounded in reciprocity
- Regenerating a natural balance in land and life
- Walking together to heal country
- Bringing everyone together
- A right-way approach

2. How we see the world

“It was quite confronting when we got here, but we see beyond the cactus now.”

- Thinking differently, acting with agility
- Embracing creativity and innovation
- Rising up to see the bigger picture
- Optimistically future-focussed
- Passionately leading the way
- Broadening horizons

3. How we work in the world

“There needs to be understanding.”

- Keeping our minds open to everyone and everything
- Making way for honest conversations
- Always learning, for the better
- Listening respectfully
- Taking responsibility

4. What we do in the world

“On the ground making good things happen.”

- Purpose-driven, practical doers
- Pragmatic and functional
- Getting our hands dirty
- Walking the talk
- We will deliver
- All for action

Impact

By the numbers



11,300,000

hectares we help manage



7,716

native species recorded



243

threatened species protected



53

science projects



40,699

hours of volunteer time



24

research papers published



242,975

ha managed with right-way fire



138,229

seedlings planted



72

feral management programs

Strategic Context



Position Description

POSITION TITLE	Chief Executive Officer (CEO)
REPORTING TO	President of the Board
ROLE GRADE	Executive
LOCATION	Flexible (Melbourne preferred)
POSITION BASIS	Full-time (38 hours per week)
TENURE	To be determined
COST CENTRE	Executive Office
DATE PREPARED	June 2023

Organisation Overview

Bush Heritage Australia (BHA) is a leading not-for-profit conservation organisation founded in 1991 that protects ecosystems and wildlife across the continent; working with Aboriginal and Torres Strait Islander people and the agricultural sector to make sure its impact is deep, sustainable and collaborative.

By 2030, BHA's ambition is to be a leader in ecological insight; a partner of choice; achieving impressive on-ground outcomes; and delivering impact at landscape-scale for people, wildlife and ecosystems.

BHA aims to deepen and double its impact by 2030 – protecting, restoring and regenerating a total of 30 million hectares of land (an area larger than the state of Victoria). This will include:

- Significantly scaling up the national conservation innovation program to enable depth of impact across the landscapes BHA actively manages;
- Double the amount of land that BHA directly owns and manages from 1.2 million hectares to 2.4 million hectares;
- Deepen support of Aboriginal partnerships through exploring, strengthening and growing relationships with Aboriginal partners through a right-way approach; and
- Working with farmers and other land managers to enhance biodiversity across over 10 million hectares of agricultural land towards a more sustainable future.

BHA's success and culture lies with connecting people with purpose: committed members of staff, selfless volunteers, expert partners and loyal and passionate financial supporters.

Position Summary

With the support of the Board, the CEO's unique responsibilities will be to lead on the strategy - enabled through people, community, the right way approach, science and technology and the astute use of all resources.

The CEO represents BHA both nationally and internationally and plays a pivotal role in positioning BHA to ensure it can meet the emerging and future needs and challenges of the conservation sector.

The CEO must constantly develop and apply new skills, help leaders cultivate, harness and mobilise all stakeholders, and create the conditions for real action that delivers impact, and a clear pathway to deliver healthy Country, protected forever.

Position Qualities

POSITION QUALITIES (capabilities and behaviours)

**Shaping the future
(Visionary persuader)**

- Shapes, articulates the why, inspires and mobilises others around a shared vision and values.
- Demonstrates quiet passion and commitment to the environment and drives for outcomes that matter.
- Makes decisions in the context of uncertainty and ambiguity and builds resilience and adaptive capability in self and others ahead of a crisis.
- Thinks strategically and flexibly, challenges the status quo and fosters curiosity and innovation.
- Demonstrates courage to take positive risks and makes difficult decisions which may require the organisation to step out of its comfort zone.
- Influences culture and looks for opportunities to deliver organisation-wide change.

Position Qualities

POSITION QUALITIES (capabilities and behaviours)

<p>Delivering operational excellence</p> <p>(Action catalyst)</p>	<ul style="list-style-type: none"> • Leads the development of robust strategic and operational business plans consistent with the organisations vision and strategic goals. • Successfully leads the delivery of these plans including aligning revenue with organisation cost structure. • Confidently prioritises and allocates finite financial and people resources to meet the organisations strategic goals. • Assesses and anticipates changes in the external operating environment to identify, pursue and manage opportunities and risks. • Adapts to changing external circumstances (fire, flood, economic shocks) • Drives innovation and digital change to find efficiencies. • Applies commercial and political nous to drive strategic outcomes in line with organisation risk appetite.
<p>Aligning the organisation</p> <p>(Inspiring influencer)</p>	<ul style="list-style-type: none"> • Creates a shared sense of purpose and keeps diverse teams focused on the same goals and objectives. • Encourages dialogue, actively listens and engages people in decision-making. • Demonstrates good decision-making based on science and driven by insights, evidence, analysis and consultation. • Deploys and applies cross-functional acumen and resources to make a positive impact. • Recognises excellence and celebrates successes, while managing performance and the health of the organisation.

Position Qualities

POSITION QUALITIES (capabilities and behaviours)

<p>Cultivating relationships (Collaborating connector)</p>	<ul style="list-style-type: none"> • Creates and thrives on connections, cultivates and maintains broad, diverse and active networks and builds strong external partnerships. • Understands pivotal role in growing philanthropic income and strategically diversifying revenue streams. • Values all contributions, navigates interpersonal conflicts and seeks out different ideas and diverse perspectives. • Builds and inspires trust and promotes a spirit of working together and interdependency and fosters mutual respect. • Encourages others to share knowledge and ideas through networking and collaboration. • Projects confidence and credibility, even when not supported by all stakeholders.
<p>Mobilising through leaders (Trusted coach)</p>	<ul style="list-style-type: none"> • Facilitates high-performing teams and holds self and others accountable. • Inspires leaders to aspire to personal growth and support people/talent development. • Commissions a learning culture by promoting coaching, mentoring and people development as integral elements to execute and deliver the strategic goals. • Brings everyone 'on the journey' by clearly messaging and explaining what the future holds - 'joins the strategic dots'. • Empowers others to make decisions and promotes learning from mistakes. • Creates an environment of psychological safety.

Position Qualities

POSITION QUALITIES (capabilities and behaviours)

<p>Managing personal effectiveness</p> <p>(Self-aware and self-care)</p>	<ul style="list-style-type: none"> • Embraces servant leadership and displays gratitude for the opportunity to lead the organisation. • Shows consistency of character and clear on personal purpose and values. • Demonstrates courage and willingness to change. • Demonstrates authenticity, humility and willingness to be open about own vulnerability and weaknesses. • Ability to reflect, self-regulate and be self-aware. • Ignites people's passion for their work but doesn't 'burn them out'. • Takes into consideration own and other people's self-care and well-being. • Stays grounded and calm under pressure.
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Person Specification (experience and attributes)

- Proven success in leading a complex organisation with a broad range of stakeholder interests and priorities.
- A track record of effectively leading and growing an outcomes-based, high-quality organisation, building a culture of ambition, innovation and proactivity, and inspiring teams to deliver operational excellence.
- Financially savvy and politically astute leader with the ability to set clear priorities, delegate and guide investment in people, organisational resources, and systems; keen analytic, organisation and problem-solving skills which support and enable sound decision making and the successful management of operational budgets.
- Ability to plan, organise and control major business functions relating to the operation and administration of the organisation through executive and extended leadership teams.
- A persuasive and passionate communicator with strong representational skills, and evidence of building partnerships with a range of stakeholders internally and externally and has the flexibility of style to work effectively with diverse groups.

Person Specification (experience and attributes)

- Strong coalition building and negotiation skills to influence decision-makers and key stakeholders and reconcile the – at times – competing interests of stakeholders.
- A natural and authentic leader with a sense of mission – innately inclusive, highly ethical, values aligned, empathetic, self-aware and assured in all environments, poised and inspiring.
- Curious and optimistic about the future – with the ability to constructively challenge the status quo and bring disruptive and radical ideas into the discussion and create the vision for innovation and improvement.
- High energy, drive and resilience to take on and follow through with tough decisions.

Selection Criteria

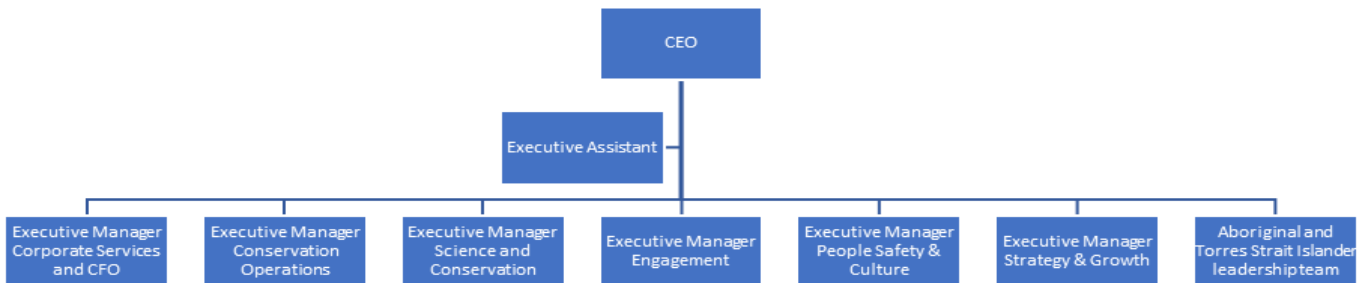
Candidates for this position will have:

- Demonstrated ability to lead and execute an established strategic plan across multiple areas of impact and prioritised operational excellence, utilising commercial disciplines.
- Worked in complex environments, demonstrating the ability to effectively manage risk and opportunities to deliver greater innovation and outcomes.
- Built high performance leadership teams by embracing diversity of thought and creating a collaborative culture where team members are encouraged to bring their professional skills and insights to bear across all aspects of the business.
- Demonstrated ability to work with deep respect, walking in partnership with Aboriginal and Torres Strait Islander people and other diverse cultural groups to deliver impact.
- Worked with a diverse range of stakeholders and partners across corporate, government, agricultural and not for profit sectors to deliver impact.
- Developed strong transparent relationships and utilised story telling to help build support for an organisation to achieve its strategic goals by being an inspiring internal leader and public facing ambassador (including donors, funders, volunteers, supporters or other key stakeholders).

Selection Criteria

- Strong affinity and understanding of conservation and land management across multiple land tenures.
- Knowledge of the emerging, future needs and challenges of environmental conservation and land management - including the impacts of climate change and climate adaptation and restoration and mitigation.
- Demonstrated appetite for, and a willingness to embrace change, combined with a personal style which inspires staff, volunteers, strategic partners and donors.
- Demonstrated ability to work closely with the Chair, Board members and Board committees to ensure everyone is fully engaged in the governance of Bush Heritage and fulfilling best practice requirements in meeting its charitable objects.

Key Roles Reporting to this Position



Other Employment Policies

Leave	
Paid Parental Leave	12 weeks
Transgender Leave	Available
Personal Leave	An additional 10 days available each year

Flexible working arrangements are additionally available.

Application Instructions

To apply, go to:
www.fisherleadership.com and
click on 'APPLY ONLINE' using
reference **BHAc00623** and
address your cover letter and
resume to Kate Wheeler or
Pauline Gates of Fisher
Leadership.

Your application should include:

1. A brief covering letter (a response to the KSC is not required)
2. A complete current resume; stating responsibilities and achievements against each role you have held.

Please ensure that you receive an email acknowledgement confirming receipt of your application.

Applications close Sunday 30th July 2023



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