

Wheatbelt Woodlands Coordinator

Position Description

Date: Friday, 15 May 2026

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 150 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

Wheatbelt Woodlands Coordinator

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Position objective

The Wheatbelt Woodlands Coordinator will be central in delivering a 3-year BirdLife initiative to restore, connect and protect woodland bird habitat in southwest Western Australia. Working closely with other partners delivering best practice stewardship activities, this project will engage the agricultural sector to support mutually-beneficial land-based stewardship, conservation and restoration activities. This project complements BirdLife's national and local bird conservation work, including the Birds on Farms and Black-Cockatoo programs, and contribute to national strategies to protect and enhance critical woodland habitats and the bird species that rely on them.

The WA Wheatbelt is a significant agricultural region, that has seen extensive loss of wheatbelt woodland habitat. Through monitoring undertaken by BirdLife Australia there is evidence that woodland bird species are on a declining trajectory. As indicators of landscape health this highlights the ongoing loss of biodiversity and landscape function. In an agricultural context land degradation, salinity, and other climatic impacts are also a key threat to agricultural productivity & resilience to climatic events. Restoring biodiversity and landscape health can provide co-benefits for the farming sector that improves agricultural productivity and sustainability.

To support this, the Coordinator will engage agricultural land managers in the restoration of Wheatbelt remnant woodlands in strategic locations, with an eye to increasing biodiversity benefits, that will also benefit agricultural productivity and ultimately ecosystem health. Using demonstration sites that showcase these principles and supporting targeted land managers to actively assess and apply key strategies (such as through small incentives), this role will work with multiple stakeholders, seeking partnerships to build strategic, collective investment into wheatbelt remnant restoration, building a legacy that cements a shared approach to effective on-ground conservation action and better protections for habitat.

The role includes engagement with land managers, coordination and guidance of volunteers, working collaboratively with key stakeholders, collating and advising best practice restoration and stewardship, preparing reports and submissions, volunteer training, support and management, stakeholder engagement and education, and tracking project delivery including budgeting and regular reporting.

Status

This is a part time (0.7 FTE) 2 year fixed term.

Staff reporting

None

Remuneration / Job Level

Part-time salary at Level 3, dependent on level of experience (as per published Level / Grade Remuneration Scales)

Location

The position is based in southwest Western Australia, location flexible.

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Reporting

This position reports to the Manager Black-Cockatoos.

Key relationships

Internal

Manager Birds on Farms, Birds on Farm team, Terrestrial Birds team, Conservation and Science team, BirdLife Western Australia branch, Advocacy and Policy team.

External

Private land managers, Doley Advisory Committee, State and local government, NRM groups, Traditional Owners, community groups, volunteers and other stakeholders as required.

Travel requirements

Regular travel to sites around southwest Western Australia will be required.

Duties

- Identify, engage, foster and maintain relationships with land managers, stakeholders and volunteers (e.g. farmers, Indigenous groups, Landcare and NRM groups, Industry groups, BirdLife groups, and other community groups) to deliver project outcomes.
- Facilitate and coordinate planning, training and information-sharing workshops and field day events as needed.
- Facilitate the provision of small incentives for on-ground works and document their impact.
- Work with project partners and relevant BirdLife Australia staff to develop and distribute project communications materials/tools for best-practice stewardship, and to raise awareness of the key conservation needs of woodland birds.
- Assist with mapping using woodland bird and habitat data, within the project area to determine priorities for restoration activity and future conservation investment.
- Support incentive applications or other funding proposal opportunities to lever the existing program and/or seek partnership opportunities to further lever or scale the programs impact.
- Pro-actively identify, support and respond to advocacy gaps and opportunities for legislative improvements to better protect woodland habitats.
- Deliver project milestones on time and within budget.
- Undertake reporting and communication on project progress to funders, project partners and others as required.

Selection Criteria

Essential

- A degree in Conservation Biology, Environmental or Agricultural Science or related field with experience working in ecology, restoration, agriculture or terrestrial birds and at least two years' experience working in the environment or conservation sector.
- Experience or the ability to engage with and work collaboratively with private land managers
- Excellent liaison and consultation skills, work constructively with community groups, volunteers, members of the public, as well as government agency staff.

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- Sound understanding of the habitat conservation and restoration issues impacting rural landscapes including complexity of catchment and landscape-scale management and challenges of bird conservation in this environment.
- Demonstrated experience in planning, guiding and supporting the delivery of conservation, restoration or environmental projects.
- Demonstrated success in writing grant applications and/or securing other funding.
- Sound project management, planning and organisational skills including ability to work to deadlines and both independently and part of a team.
- Excellent written, verbal and interpersonal communication skills. Competency in word processing and data management.
- Current driver's license
- First Aid Certificate

Desirable

- Relevant experience in research, field work or education relating to birds, with an appreciation and understanding of science-based conservation.
- Knowledge or understanding of the southwest WA Wheatbelt landscape, local stakeholders or partners.
- Knowledge or experience working in the agricultural sector, with private land managers or on private land conservation.
- Understanding of native vegetation regulations, in a WA context.
- Experience or involvement in lobbying activities
- Experience in organising and managing community-based events, including delivery of public presentations.
- Knowledge or understanding of carbon markets, or market-based initiatives.
- Sound mapping skills, e.g. experience using ArcGIS or similar packages

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

Wheatbelt Woodlands Coordinator

- Actively demonstrate organisational values

<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

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