

Tasmanian Bird Observer Network

Coordinator - Casual

Position Description

Date: Wednesday, 2 September 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 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

Tasmanian Bird Observer Network Coordinator

Position objective

High Pathogenicity Avian Influenza (HPAI / H5) represents an unprecedented crisis for native Australian wildlife, particularly colonial seabirds, shorebirds, waterfowl and raptors. Tasmania's wetlands and coastlines support regionally and internationally significant bird populations that face extreme ecological risk. While documented cases in Tasmania remain low, this offers a narrow, time-critical window to establish preventative early-detection surveillance before widespread transmission occurs.

This role will focus on establishing a Tasmanian Bird Observers Network (TasBON) dedicated to monitoring sentinel coastal and wetland habitats, coordinated by BirdLife Tasmania. The TasBON will be supported by technical oversight from BirdLife Australia's national Avian Influenza coordinators and Coastal and Wetland Birds team. The dedicated Tasmanian coordinator will play a key role to mobilise, train, and support volunteer field observers.

By cross-referencing AviFluMap risk models with active birdwatcher networks and existing coverage gaps, monitoring efforts will strategically target vulnerable regions and species assemblages. Volunteer field observers will receive comprehensive training and instruction in biosafety, standardised count methodologies, participant verification tracking, and real-time digital logging of sick, dead, or behaving-abnormally birds into Birdata.

Importantly, this project will play a role to work closely with the Biosecurity Tasmania's HPAI Incident Manage Team and Department of Natural Resources and Environment to identify data-deficient sites and ensure data are shared rapidly to inform disease outbreak responses. In addition, pre-outbreak baseline records collected during the project will enable researchers to track demographic losses and monitor long-term population recovery following potential disease events.

Status

This is a casual position for at least four months (from commencement).

Staff reporting

None

Remuneration / Job Level

Casual salary at Level 3 (as per published Level / Grade Remuneration Scales)

Location

The position is based in Tasmania.

Reporting

This position reports to the Wetland Birds Manager (and will work closely with the BirdLife Tasmania Convenor and committee).

Key relationships

Internal

Avian Influenza Response Coordinators, Manager Coastal Birds, Manager Migratory and Marine Birds, staff within the Coastal, Marine and Wetland Directorate, Data and Analytics team other Conservation and Science team, BirdLife Tasmania

External

State and local government authorities, First Nations and Traditional Owner groups, researchers, experts, community organisations, other stakeholders.

Travel requirements

Travel within Tasmania. Some travel within Australia may be required.

Duties

Working closely with BirdLife Tasmania, the national Avian Influenza Response Coordinators, and Manager of Wetland Birds and Director of Coastal, Marine and Wetland Birds, this role will:

1. Coordinate monitoring across prioritised Tasmanian sites for coastal and wetland birds, raptors and other priority at-risk threatened species, supporting early detection and establishment of pre-outbreak baseline data.
2. Recruit, onboard and support a regional network of volunteer field observers to target priority surveillance gaps across coastal and wetland areas, as well as other priority locations for threatened species of concern.
3. Develop and deliver accessible training, field resources and ongoing support to build volunteer capability in bird identification, disease symptom recognition, biosecurity and safety protocols, and standardised data recording.
4. Represent BirdLife Australia and build relationships with government, community groups, NGOs, First Nations, land managers and other key stakeholders to strengthen H5 avian influenza preparedness and surveillance across Tasmania.
5. Liaise with Tasmanian Government biosecurity authorities to establish effective data-sharing and escalation arrangements for priority Tasmania Bird Observer Network reports.
6. Monitor participation, surveillance coverage and data quality to support ongoing operation of the network beyond the project period.
7. Other duties as required by the Manager Wetland Birds and Director Coastal, Marine and Wetland Birds that are reasonable and within the scope of the current position description.

Selection Criteria

Essential

- Demonstrated experience working with multiple stakeholders, committees and community with strong interpersonal, representational, relationship-building and conflict resolution skills.

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- Experience in field-based monitoring programs, including coordination of volunteers or other field members, preferably within the Tasmanian landscape.
 - Excellent coordination, communications and planning skills, with attention to detail and the ability to adapt and reprioritise as situations change.
 - Experience developing training materials, communication products and understanding of centralised data gathering and management systems.
 - Excellent written, verbal and interpersonal communication skills, with the ability to distil complex or technical information into clear, engaging communications for a diversity of audiences.
 - Working knowledge of GIS and mapping tools, including the ability to produce and interpret spatial data and maps.
 - Demonstrated understanding of science-based conservation principles and/or experience communicating scientific information to support evidence-based conservation outcomes.
 - Demonstrated experience in risk management or Occupational Health and Safety planning,
 - 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.

Desirable

- University qualifications in ecology or another relevant discipline, or experience working in the field of applied conservation.
- Knowledge of species recovery, management of threats and conservation solutions and governance and legislative frameworks for conservation delivery in Australia.
- Understanding of emergency response or biosecurity arrangements, or experience in emergency response.
- Experience securing external funding or other resources such as through grants or other funding opportunities

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

<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