Why we are here
To stop the degradation of the planet's natural environment and to build a future in which humans live in harmony with nature.

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Job Description

WWF-Australia
ABN 57 001 594 074

Department	Conservation Living Ecosystems
Job matrix group	WWF Conservation
Job matrix level	8
Job title	Manager, WA Species Conservation
Reports to	Senior Manager Species Conservation
Direct reports	Kimberley Conservation Field Officer, Western Australia Species Conservation Coordinator
Location	Broome Office
Job type	Full Time Fixed Term Contract
Contract Period	3 years
Hours per week	40
Approval	People and Culture Director
Approval date	18/07/2019
Organisational context	For over 50 years WWF has been a leading voice for nature. We are the world's largest conservation organisation, working in 100 countries and with over 5 million supporters. WWF-Australia is the 7th largest member of the WWF Network. We work with governments, businesses and communities on environmental issues with a single mission: to build a world where people live and prosper in harmony with nature. We have our foundation in science and we work towards a sustainable planet, striving to conserve biodiversity in Australia and throughout the Oceania region. Behind the scenes of our on-ground conservation projects are teams of scientists, policy and communications experts, lawyers and other specialists, all supported by our regional and national staff members. WWF-Australia does not engage in activities that support political parties, seek to persuade members of the public to vote for or against particular candidates or parties in an election, participate in party political demonstrations, or distribute material designed to underpin a party political campaign.
Department context	WWF-Australia's strategy requires all staff to support the delivery of six conservation goals: Conserve Nature with Equity, Save Threatened Species, Protect our Oceans, Return the Climate to a Stable State, Support 'Planet-Friendly' Food and Engage Millions as Active Stewards and Investors in Nature. WWF-Australia's Species Conservation Program includes a national and international portfolio of priority species and geographies, involving a combination of field-based solutions, market transformation and science-based policy
Purpose of job	The Manager, WA Species Conservation manages a state-wide program to conserve biodiversity and threatened species, with a focus on the Kimberley. In the Kimberley, WWF works hand in hand with Traditional Owners and Indigenous rangers - with a strong focus on women rangers - on sustainable land management to conserve threatened and culturally important species. Leading the growth of one of WWF's major priority programs, the role co-develops and implements innovative solutions to alleviate environmental threats at landscape scale.

Key accountabilities

- Develops, implements and manages WWF-Australia's Species Conservation Program for Western Australia.
- Manages and monitors WWF's flagship species projects in the Kimberley, in particular the Kimberley Indigenous Ranger Threatened Species program. This is supported by Lotterywest and delivered in partnership with the Kimberley Land Council (KLC), multiple ranger groups, scientific institutions, government agencies and non-government organisations.
- Manages and maintains close working relationships with partners and stakeholders in the Kimberley to deliver shared objectives.
- Develops and supports policy advocacy and market-based initiatives to promote better land and sea management in WA, including (but not limited to) World Heritage Listing, Protected Areas (including Indigenous Protected Areas and Marine Protected Areas) and carbon farming and other ecosystem services.
- Oversees Perth-based species conservation activities, including on-ground field projects and policy advocacy.
- Acts as spokesperson for WWF to communicate and promote strategic messages to target audiences and stakeholders.
- Works collaboratively to secure funding and contributes to fundraising targets for WWF priorities.
- Manages the WWF Broome Office and staff, including administration, public relations and internal reporting.
- As the technical expert, co-creates rich conservation content to engage WWF audiences and mobilise broad support.

Job level responsibilities

As a **people manager**, at the team level:

- Contributes to departmental strategy, managing operational planning and delivery.
- Performs operational budgeting, risk and quality management and contributes to departmental reporting.
- Builds a high-performance staff, facilitating change through people, and developing individual competence by coaching, developing and retaining talent.
- Ensures compliance with legislation and standards, policies and practices, particularly Safeguarding, Advocacy with Excellence, Information Security, Health and Safety, and Equal Employment Opportunity.
- Aligns staff with WWFs mission, Guiding Principles, Brand and I-KODE Values – Acts with Integrity, Knowledgeable, Optimistic, Determined and Engaging.
- Represents WWF as a functional/technical expert or authority within discipline and presents to high level groups.
- Applies and adheres to the WWF Standards of Conservation Project and Program Management.
- Seeks approval from the CEO for international travel.

Relationships & communications

Team-working is WWF's preferred way of working requiring positive and constructive relationships across the organisation. Key relationships include:

- Partners and stakeholders, including Traditional Owners groups and Indigenous rangers, scientific institutions, non-government organisations, government agencies, community groups and funding bodies.

Job Challenges

- The geographically dispersed nature of WWF and the diversity of its stakeholders requires excellent cross-cultural communication and engagement skills.
- Managing a large set of transformative species conservation projects to deliver measurable impact and outcomes.
- Identifying and securing fundraising opportunities.

- Working in a remote areas requires rigorous risk management and regular communication.
- The diversity of stakeholder relationships requires skills in adapting communications and an understanding of the differing needs and requirements of these groups.
- Maintaining knowledge of WWF's strategic objectives and activities and communicating this to the public and supporters in an engaging, meaningful way.

Essential selection criteria

- Extensive managerial experience in the application of complex biodiversity conservation principles and practices in Australia.
- Demonstrated high level skills in multi-stakeholder engagement and facilitation of complex programs that combine Indigenous and scientific approaches.
- Understanding of the cultural context when working with Aboriginal or other Indigenous people with demonstrated experience engaging and working with Indigenous people to deliver environmental conservation programs.
- Proven conservation planning and project management, analysis and reporting skills, including risk management and field work experience.
- A track record of delivering conservation outcomes through advocacy.
- Demonstrated excellent written and verbal communication skills including media relations, presentations, conflict resolution and group facilitation.
- Demonstrated ability to contribute to fundraising efforts including grant writing, appeals, and pitches to key funding sources.
- Demonstrated people management experience and a track record of developing constructive team cultures.

Desirable selection criteria

- Knowledge and experience of the conservation, social and community issues affecting the Kimberley region. ·
- An understanding of, and experience with, market-based approaches to delivering conservation outcomes.
- An understanding of, and support for, workplace sustainability principles.

Credentials

Post-graduate qualifications in nature conservation, environmental management and/or equivalent experience

Job requirements

- The position is located in Broome and works closely with Indigenous partner organisations.
- Aboriginal and Torres Strait Islanders are strongly encouraged to apply.
- Current drivers licence ideally with 4WD experience.
- Remote First Aid certificate or willingness to obtain one.
- Relevant wildlife handling license or willingness to obtain one.
- Employment screening checks.
- Interstate/international travel infrequently and with advance notice.
- After hours and remote field work which may involve camping and overnight stays, including occasional weekends.

How to apply

Applicants can apply via http://www.wwf.org.au/about_us/work_with_wwf/. Only those applicants applying online via the eRecruitment System will be considered.

Please include the following two attachments: (1) a cover letter/statements against the selection criteria and (2) your resume (CV), including two referees.