

BIRDLIFE INTERNATIONAL - JOB SPECIFICATION/DESCRIPTION

JOB TITLE:	Island Restoration Technical Advisor
DIVISION/DEPARTMENT:	Pacific Division

1. OVERALL PURPOSE OF JOB

BirdLife International in the Pacific is preventing the extinction of Pacific Island birds and other native biodiversity by addressing their key threats. Of these, invasive alien species are responsible for most extinctions on islands and remain a leading cause of species decline and habitat degradation. Invasive species also profoundly affect livelihoods, human health, wellbeing, and climate resilience threatening the Pacific way of life. The cross-cutting impacts of invasive species require an integrated response, and it is by addressing these impacts on biodiversity, ecosystems, and livelihoods that the Pacific Island Restoration Programme (PIRP) also, provides a Nature-based Solutions approach to improving climate resilience.

The Programme is delivered in partnership with BirdLife International's national Partners throughout the Pacific region and collaboratively with other regional partners. BirdLife, provides strategic oversight, leads project development, and technical support across invasive species management, threatened species recovery, protected areas, environmental policy, and capacity development. On-ground action occurs at priority sites (primarily IBAs/KBAs) and is locally led by BL partners, or other in-country representatives elsewhere. The local conservation action is strengthened through capacity development to deliver and sustain biodiversity and socially linked outcomes with lessons shared nationally and regionally through BirdLife networks.

The ability to assess the Programmes invasive species impact across, biodiversity, socio-economic and climate resilience interventions is central to identifying and integrating successes, learning, strategic development and investment. The Technical Advisor is responsible for the development and implementation of impact monitoring, evaluation and learning across a diverse portfolio of biological and social indicators and national and regional projects. Assessments include biodiversity, habitat recovery and protection measures (particularly for birds), and in association with other specialists the results of social development activities including economic, cultural and gender equity, climate adaptation and cross-cutting capacity building as supported by the Programme.

The Technical Advisor is a senior role in the Pacific Island Restoration team, working alongside the Island Restoration Programme Head, and supporting the Project Managers. The Advisor has a science background with extensive Pacific Island experience and expertise in IAS management and biodiversity conservation. The role supports four overarching KPIs:

1. Leading technical planning guiding IAS and biodiversity restoration implementation and monitoring such as feasibility and operational plans for invasive species eradications, suppression and biosecurity.
2. Leading the monitoring and evaluation of the Island Restoration Programme, including research, monitoring design, data analysis/interpretation using multiple methods (technical reports, media articles, presentations) informing Programme development and biodiversity and socio-economic impacts and contributing to BirdLife regional and global Monitoring, Evaluation and Learning strategies.
3. Demonstrates expertise in species translocation and habitat restoration leading a strategy identifying and delivering terrestrial species and site conservation priorities across the Pacific.

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4. Successfully builds the capability of Birdlife Partners, in IAS management (eradication, suppression and biosecurity), species translocation, habitat restoration and assessing environmental and socio-economic results and outcomes.

2. STAFF RELATIONSHIPS

REPORTING TO (LINE MANAGER):
Head of Island Restoration
REPORTING TO JOB HOLDER (LINE MANAGED STAFF):
Temporary or other staff as agreed
PRINCIPAL STAFF RELATIONSHIPS/RESPONSIBILITIES WITHIN SECRETARIAT <i>(Include nature of work relationship)</i>
<ul style="list-style-type: none"> • Head of Island Restoration – Island restoration, IAS management, research and monitoring priorities, budgets and workplans. Appraisals, authorisations, and administration. • BL Island Restoration Project Managers – technical support for IAS management plans, monitoring and evaluation activities, and associated project partner capacity building. • BL Global Impact & Learning Manager – integration of Programme/Project results into BL MEL framework • Pacific Development and Communications Manager – support for grant development and Programme communications • Pacific Finance and Office Manager – financial administration, Office IT, and Human Resources
PRINCIPAL STAFF RELATIONSHIPS/RESPONSIBILITIES WITHIN BIRDLIFE NETWORK: <i>(Include nature of work relationship)</i>
BirdLife Pacific Partners – and provision of technical expertise in IAS management, species and habitat restoration, monitoring and associated capacity building.
PRINCIPAL EXTERNAL RELATIONSHIPS/RESPONSIBILITIES: <i>(Include nature of work relationship)</i>
South Pacific Regional Environment Programme (SPREP) (specifically the Pacific Regional Invasive Species Management Support Service (PRISMSS) and Pacific Invasive Species Learning Network (PILN)), Pacific Island governments, research institutions, specialists and non-government organisations across the Pacific region. Relationships are research interests, technical advice and support and capacity building.

3. KEY WORKING RELATIONSHIPS

Contact	Level (1-3)	Contact	Level (1-3)	Contact	Level (1-3)
BirdLife Network Organisation Staff	3	General Public	2	Governments/Politicians/Corporations	2

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BirdLife Advisory Groups, Committees, Reg. Councils	2	Press & Media	2	Institutional Funders	1
BirdLife Global Council	1	Regulators/Legislators/Auditors	1	Individual donors/members	1
Suppliers/Service Providers	3	Scientific Community	3	Royalty/VIPs/High worth Individuals	1
Level of Contact 1.= General Informing. "Appearance, first impressions". May have some independent outside exposure and contact, primarily informative. 2.= Presenting/Representing/Reporting "Relationship management". Frequent exposure representing BirdLife. Maintaining individual contacts. Frequently managing information flow. 3.= Justifying/Negotiating - "Influencing decision makers". Frequent exposure as lead contact, representing Birdlife to highly influential people. Responsible for complex and sensitive/high risk communications.					

4. MAIN DUTIES/WORK PROGRAMME RESPONSIBILITIES

<p>By Main Work Area:</p>
<p>Invasive Species Management</p> <ul style="list-style-type: none"> • Lead the development of technical plans (feasibility assessments, and operational plans) for invasive species suppression, eradication and prevention and technical support to the implementation. • Design and support the implementation of invasive species and biodiversity surveys
<p>Research, Monitoring and Evaluation</p> <ul style="list-style-type: none"> • Lead the coordination, development, analysis and interpretation of IAS management and outcome monitoring for the Island Restoration Programme and projects across IAS and biodiversity indicators. Guide project/programmatic assessments of social, and economic indicators (including livelihoods, ecosystem services, gender equity and social inclusion and traditional knowledge) and capacity development investments. • Identify, and support trials/research addressing Island Restoration Programme priorities • Support the development of an over-arching Monitoring, Evaluation and Learning strategy for the Programme informing biological, ecological, and associated socio-economic (livelihoods, cultural, GESI, TK), capacity and climate adaption impacts • Support the integration of programme results in BirdLife’s global impact monitoring framework
<p>Island Restoration</p> <ul style="list-style-type: none"> • Identify priority bird translocations for Pacific Island countries and territories and support the development of a regional island restoration strategy • Lead the technical planning for bird translocations and other site/habitat restoration initiatives as appropriate and support in-country implementation
<p>Capacity Development</p> <ul style="list-style-type: none"> • Increase Partner and stakeholder capacity to develop, implement and sustain: <ul style="list-style-type: none"> - Effective invasive species eradication, suppression and prevention interventions - The evaluation of IAS interventions and impacts including data collection/management, analysis, and interpretation of ecological, and social development outcomes as appropriate.

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<p>Communication & Advocacy</p> <ul style="list-style-type: none"> • Document and present Programme results, lessons and impact through published, and popular articles, national and regional fora and other platforms as appropriate. • Development of IAS management and monitoring technical guides for practitioners
<p>Programme Development, Management and Administration</p> <ul style="list-style-type: none"> • Support project reporting and grant development • Manage budget allocations and inform annual work planning and budgetary processes • Identify and facilitate partnerships supporting IAS management, habitat restoration, research and monitoring interests. •

5. LIMITS OF AUTHORITY/RESPONSIBILITY FOR RESOURCES

RESPONSIBILITY AREA	LEVEL OF AUTHORITY
Financial/Budgetary	Programme and project budget allocations as agreed with Programme Head and Project Managers, and managed in accordance with BL financial and administrative requirements and delegations
Contracts – Funders	As agreed
Contracts – Staff/Consultants	Consultants, and staff as agreed
Contracts – Service Providers	Identification of Service providers, and development of terms and conditions for Line Manager approval
Legal Responsibility	Fulfilment of BirdLife policies and provision of timely advice of legal issues/risks associated with activities
Other	

6. EDUCATION/SKILLS AND OTHER SPECIAL REQUIREMENTS

REQUIREMENTS	KNOWLEDGE/SKILLS/ATTRIBUTES
Minimum General Education	Biological sciences graduate preferably with relevant postgraduate application.
Job Specific Education/Qualification	<p>Trained in island ecology, and invasive species with a deep knowledge of ecological processes through strong understanding of practice and science. Has significant field experience in ecological management projects. Able to mentor and coach others assessing the effect of biological and social interventions.</p> <p>Extensive expertise in scientific data/information management, and analysis, and preferably GIS skills.</p>

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<p>Job Specific Knowledge</p>	<ul style="list-style-type: none"> • Demonstrates a deep knowledge of invasive species and their impacts on Pacific Island birds, other biodiversity, and ecosystems. Can similarly identify IAS impacts for livelihoods, and Pacific Island communities and of the management solutions including how these contribute to climate resilience. • Extensive knowledge of invasive species and ecological monitoring methods for biodiversity outcomes. Preferably also, with a good understanding of social development outcomes from IAS interventions relevant to low income and subsistence rural economies • Supportive of gender equity and social inclusion (GEDSI) approaches and understands the challenges for Pacific Islanders and opportunities for addressing these in the environmental sector • Experience and an aptitude for engaging, and training people in invasive species management, bird and habitat conservation and monitoring across a range of cultural and educational backgrounds. • A science background with extensive expertise in designing, collating, analysing, and interpreting results from environmental monitoring preferably with social development and or climate adaptation experience.
<p>Experience</p>	<ul style="list-style-type: none"> • Extensive end to end expertise in developing, implementing and analysing applied research and monitoring on Islands, assessing invasive species and environmental outcomes preferably with socio-economic applications. • Led the technical planning and successful implementation of IAS suppression, eradication or biosecurity operations and demonstrates a deep applied understating of all. • Planned and successfully implemented bird translocation and or other species and habitat restoration interventions • Provided technical input to threatened species and or site restoration prioritisation planning and strategy • Experience in training people in IAS management, field surveys, habitat restoration (i.e. bird translocations, reforestation etc) and in supporting environmental monitoring programmes. • Demonstrates a science publication record • Experience with GIS applications in analysing and presenting environmental spatial data
<p>Management & Organisational Skills</p>	<ul style="list-style-type: none"> • Good time management, ability to prioritise, delegate and work efficiently in managing high workloads to meet deadlines and deliver outcomes. • A result orientated team player, who works strategically without high levels of supervision and keeps people appropriately informed. • Has a proactive, constructive, and helpful attitude to working with colleagues and partners and responds in a timely fashion. • Capitalises on opportunities • Predictively manages risks and solves complex problems

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	<ul style="list-style-type: none"> • Discretion with confidential matters • Experience with project reporting, budgets and financial administration.
Communications Skills	<ul style="list-style-type: none"> • Well-developed oral skills and the ability to present technical information and complex concepts to a range of audiences in a clear and compelling way. • Excellent written capability with the ability to accurately synthesise information and present findings/conclusions for a range of audiences. • Highly developed interpersonal skills, including a willingness to listen and learn from the best ideas of internal and external stakeholders and ability to bring people together in agreeing and fulfilling a common purpose.
Creativity & Initiative	<ul style="list-style-type: none"> • Ability to identify and respond to complex technical, social, logistical, and capacity needs in delivering nature conservation outcomes for Pacific Islands. • Exceptional problem-solving ability accompanied by a 'can do' attitude and strong will to succeed.
Computer Literacy	<ul style="list-style-type: none"> • Fully competent with MSOffice Applications (Word, Excel, PowerPoint and Outlook) • Competency with remote IT systems, cloud-based platforms (Zoom, Teams etc) • Experienced in the use of GIS software for IAS and environmental management applications
Languages	<ul style="list-style-type: none"> • Highly developed spoken and written English and a willingness to work effectively across other languages and cultures.
Travel Requirements	<ul style="list-style-type: none"> • Willing to travel throughout the Pacific Islands region for two to three weeks at a time including extended periods in basic living (remote Island) conditions • Willingness and flexibility to work within a wide range of time differences.
OTHER DESIRED/HELPFUL KNOWLEDGE/SKILLS/ATTRIBUTES	
<ul style="list-style-type: none"> • Use of remote sensing (audio and video) equipment and data analysis • Application of the Open/Conservation Standards framework • Photography, video, and digital/social media skills. 	

Prepared by:	Date:
Steve Cranwell	18 th November 2024