

Position description

POSITION TITLE	Climate Change Adaptation Intern
ROLE GRADE	2.4
REMUNERATION	\$57,025 (inclusive of super) pro rata
LOCATION	Flexible – Home office, with opportunity to work from local office
DATE REVIEWED	February 2024
POSITION BASIS	3-month Full Time/6-month Part Time contract (part time preferred)

Introduction

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 (ATSI) people and the agricultural sector to make sure its impact is deep, sustainable and collaborative.

By 2030, Bush Heritage'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.

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

We're proud to acknowledge the [Traditional Owners](#) of the places in which we live and work. We recognise and respect the enduring relationship they have with their lands and water, and pay our respects to Elders, past and present.

Organisation overview

Bush Heritage is led by the Chief Executive Officer (CEO), who is supported by a strong senior leadership team (SLT) and directed by a committed and diverse Board. The directors include leading Australians from business and commerce, government, non-government and private sectors, conservation and science. Bush Heritage demonstrates a strong commitment to Aboriginal and Torres Strait Islander people and has Aboriginal representation on its Board.

The organisation has six teams – Conservation Operations (including Regions, National Fire Program and Aboriginal & Torres Strait Islander (ATSI) Engagement), Science & Conservation, Engagement, Strategy & Growth, People, Safety & Culture, and Corporate Services.

Our work environment

Dependent upon the nature of your role in Bush Heritage your role may be mostly office based, a mix of office and field based or mostly field based. These workplace environments present a range of requirements as part of the role which include but might not be limited to:

Office based: computer use; sitting at a desk; online meetings; working with volunteers.

Field based: working outdoors in hot/cold/ windy/dusty environments; lifting up to 15kg; bending, reaching, pulling/pushing; manual dexterity/manipulation; distance walking in outdoor environments with uneven terrain and between buildings; requirements to wear personal protective equipment for some tasks; exposure to herbicides, poisons, fuels and lubricants; working with mobile plant and equipment; driving using 4WD over uneven terrain; some peaks and troughs in work cycles due to unexpected circumstances e.g. bushfires; working with volunteers.

Our values

We walk in Harmony

We see the possibility

We listen and learn

We make change real

We walk in Harmony: We nurture a regenerative ecosystem to hum in harmony. Walking side-by-side to form relationships grounded in reciprocity, where we all have the space to give and take. We embrace a rich diversity of people and perspectives, for we know the stronger our community is, the further we can walk together to heal Country.

We see the possibility: We see the possibility of what a healthy, resilient world could look like – if only someone believed in it. We see this future and sound it out for all to hear with our voice of hope. It takes thinking differently, to broaden horizons and look beyond what's right there. With creativity that confidently rises from credibility.

We listen and learn: We listen, respect and share. Always leaving room for honest conversations - so even as we grow up, we don't grow apart. We actively learn and take responsibility for the part we play in protecting the natural world. Holding ourselves - and each other - to account so we never lose sight of where we're heading.

We make change real: Our purpose moves us to action. With our feet firmly planted on the ground, we find practical and pragmatic ways to create functional solutions to sustain land and life. We do what needs to be done, in the good days and the bad. For us, nothing beats seeing ideas put into action, and feeling the impact of our change for good.

Position summary

Climate projections for all Bush Heritage reserves indicate that they will get hotter with more days over 35 degrees. Most properties in the south of the country are projected to receive less rainfall and a smaller proportion of that rain will fall in winter and spring – a critical time for many species when they grow, flower, and set seed or, in the cases of animals, breed and recruit.

This intern will be working across 19 landscapes helping provide climate change adaptation information to support management decisions.

In collaboration with the Science Project manager, the intern will be tasked to translate this information into a deliverable format for use by reserve teams.

Key responsibilities

The primary responsibilities associated with the role include:

Collating information on Climate projections and the impacts of climate on our conservation targets that has been collected over multiple years by a team of volunteers.

1. Attending planning team meetings to understand how this information can be delivered in a useful way for Bush Heritage staff and partners.
2. Identifying any gaps in knowledge and establishing a course of action to fill these gaps.

Key learning outcomes

The key learning outcomes expected from this internship include:

1. A deepened understanding of Climate Change and the private conservation sector.
2. Opportunities to enhance personal leadership and general communication skills.
3. Experience working independently and as part of a team.

Selection criteria

Essential

Relevant qualification in areas such as Ecology, Conservation or Environmental Science.

High attention to detail.

Interest in Climate Change Adaptation and Conservation Planning.

High level of computer and data management skills.

Commitment and passion for nature conservation and the objectives and values of Bush Heritage.

Demonstrated ability to work both independently and as a team member.

Excellent written and verbal skills in presenting information in a targeted clear and audience-appropriate way.

Desirable

Experience building key relationships with other project contributors.

Key outcomes for the position

Tangible contribution to active climate adaptation planning.

- Contribute to improved accuracy and efficiency in conservation management.
- Upon completing the internship, interns are expected to submit comprehensive documentation of their findings.
- Highlights of your internship are to be captured using photographs and/or written blogs to share with the Seeding the Future team as part of your Learning Objectives.
- Work with the Bush Heritage Communications team to support content production relevant to your project. This could include supplying the team with audio/visual content, undertaking interviews, and reviewing content.
- An evaluation survey about the intern role and experience
- An oral presentation about the project to a relevant Bush Heritage cohort.

Compliance, policy and procedures

Responsible for and commit to:

Using and ensuring adherence to BHA's values, policies, and procedures.

Ensuring Health, Safety and Environment compliance, acting, and encouraging others to act in a healthy and safe manner.

Position Relationships

Position title of manager	Science Project Manager
Position titles which also report to manager	None
Titles of positions that report to this position	None
Key internal relationships	Science and Conservation Team Seeding the Future Volunteers
Key external relationships	None