

Job Description for the post of Conservation Officer

Job Title:	Conservation Officer
Department:	Conservation
Location:	Ta' Xbiex, Malta
Post holder reports to:	Conservation Coordinator & Head of Conservation
Reporting to post holder:	Conservation Assistants
Period job offered:	March 2026 to March 2028, including a 6-month probationary period. Possibility of renewal (full-time) after end of contract period.
Overall purpose of job:	Carry out core conservation duties at BirdLife Malta concerning actions against wildlife crime, the rescue, care and rehabilitation of wild birds, the collection and organisation of data concerning populations of wild birds and risks to them, and the preparation of reports, media posts and other material aimed at raising awareness on conservation issues impacting wild birds.
Main duties:	<p><i>Illegal killing of birds</i></p> <ul style="list-style-type: none"> – Plan, research and carry out fieldwork investigating reports on illegal hunting, trapping and possession of protected birds. – Compile and analyse data related to wildlife crime. – Report and compile evidence for use by enforcement authorities on wildlife crime for court action. – Follow up on court cases concerning wildlife crime and testify in court on individual cases. <p><i>Spring Watch and Raptor Camp</i></p> <ul style="list-style-type: none"> – Assist the Conservation Coordinator in the organisation and coordination of volunteer camps focussed on peak migration of wild birds over the Maltese Islands. – Lead, train and attract volunteers to help uncover and solve wildlife crime cases. <p><i>Injured birds and rehabilitation</i></p> <ul style="list-style-type: none"> – Attend to rescue calls for wild birds in difficulty including handling, documenting and first aid as necessary. – Coordinate our injured birds rescue and recovery voluntary service including liaison with volunteers, staff and veterinary clinic. – Train in and apprehend rehabilitation protocols for wild birds, include release strategies. <p><i>Reporting and data analysis</i></p> <ul style="list-style-type: none"> – Maintain the organisation's long-established methods of data collection on bird migration and illegal killing collected by staff and volunteers, and to make best possible use of it, including statistical analysis and yearly reports which assist and feed in policymaking and position papers.

	<ul style="list-style-type: none"> – Compile reports as necessary to influence policy makers and stakeholders to assist the organisation in fulfilling its strategy at reducing wildlife crime.
Challenges:	<ul style="list-style-type: none"> – Training will be provided by senior staff into all the above work duties, including risk assessments, – Work requires nerve and attention to detail in dealing with reporting wildlife crime in seldom conflicting situations. Will require periods of work commensurate with peak migration periods of wild birds over the Maltese Islands, including work outside routine office hours as necessary.
Basic Requirements (Only applicants who can demonstrate these qualities may be considered)	<ul style="list-style-type: none"> – A basic understanding or qualification in natural sciences, ecology, nature protection and/or conservation. – Good bird identification skills. – Good grasp of written and spoken English. – Sound skills in using MS Office, email communication and web usage. – Proven skills in handling databases. – Clean police conduct. – A valid driving licence.
Desirable Qualities/Skills	<ul style="list-style-type: none"> – Experience in working on wildlife crime issues. – Experience in report writing. – Knowledge of Maltese language. – Experience in working or volunteering within the BirdLife partnership or similar NGO environment. – Knowledge and experience in the use of statistical and mapping software. – Confident in using optical equipment such as camcorders, binoculars and telescopes. – Good interpersonal and communication skills. – A bird ringing licence or proven knowledge/experience in handling wild birds.