

# CLIMATE CAMPAIGN MANAGER

## Position Description



### JOB OVERVIEW

<b>TITLE</b>	<b>Climate Campaign Manager</b>
REPORTS TO	CEO
LOCATION	60 Leicester St, Carlton (some work from home possible)
SALARY	EV6.1 \$49.17/hour (approx. \$97,160/annum) plus superannuation and generous leave conditions
FTE	Full-time (part-time or job-share proposals will be considered)
TERM	Permanent

### WHO WE ARE

Environment Victoria is one of Australia's leading not-for-profit environment groups, with a history of running strategic, people-powered campaigns that win action on climate change and improved environmental protections. Our campaigning is solutions-based, founded on research and aims to build enduring community power.

Our power comes from:

- Building and connecting organised people power with decision makers
- Maintaining a reputation as a trusted voice for environmental solutions
- Being an ally, leader and network builder

Our team of 24 staff and several hundred volunteers is nimble, creative and fun.

### WHO YOU ARE

You are an experienced strategist and campaigner. You think deeply about how to effect systemic change and are motivated to lead communities in solving the climate crisis.

You love empowering people and persuading them to do extraordinary things. You have helped build and lead formidable teams.

You may have played a leadership role in climate campaigns or your experience may be in a completely different field of social change, from racial justice to gender equality to nature conservation. So long as you're a quick learner, knowledge of the issue is far less a priority than your skills in campaign leadership.

You may be stronger in some elements of campaigning than others, but your biggest strength is integrating tools, tactics and approaches into a cohesive, winning strategy.

You can manage a complex program and delegate effectively but you love getting your hands on the tools and working as a member of a team.

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### THE ROLE

EV's climate campaign aims to rapidly decarbonise Victoria's economy, make Victoria a leader in combatting the climate crisis and ensure a just transition to a sustainable Victorian society and economy. Reporting to the CEO, the Climate Campaign Manager leads the strategy and manages implementation of this campaign, including acting as a key public spokesperson.

This is a new position within a recently revised structure for managing EV's campaigns that aims to better integrate the tasks of community organising, narrative shifting and influencing policy-makers. As Climate Campaign Manager you will not have direct reports but will be responsible for leading and managing the delivery of the Climate Campaign by a cross-organisational team of staff and volunteers. You will need to develop and bed down new collaborative systems and practices whilst ensuring continuity with what is already a strong culture and winning approach.

### ACTIVITIES

- Analyse Victoria's political economy to identify threats, opportunities and strategies to achieve the goals of EV's climate campaign
- Lead collaborative processes with EV staff, board, volunteers and allies to co-create strategy and build internal alignment
- Articulate the strategy and tactical plans of EV's climate campaign to key stakeholders including board, funders, staff, volunteers and allies. This includes preparing written plans and proposals, delivering presentations and one-to-one conversations
- Manage the budget for EV's climate campaign
- Work with EV's senior management team to ensure alignment, integration and delivery of plans across campaigns and core organisational functions (advocacy, communications, organising, fundraising and operations).
- Build and coordinate the cross-organisational climate team, ensuring an effective team culture and clear delegation and accountability for delivery of the climate campaign strategy
- Monitor, evaluate and report on EV's climate campaign to key stakeholders including board, funders, staff, volunteers and allies.
- Act as a key public spokesperson for EV's climate campaign including to media, policy-makers and key stakeholders.
- Take on whatever tasks are required to deliver a diverse array of campaign tactics
- Drive continual innovation in EV's campaign capabilities including the areas of strategy, analysis and tactics

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- Recruit and supervise staff, volunteers and consultancies as required
- Contribute to maintaining EV's compliance and risk management systems as delegated from time-to-time

### Performance measures

- Achievement of climate campaign objectives and key results as expressed in the Annual Plan and other key organisational documents
- Positive feedback on team management leadership through both formal and informal appraisal

### SELECTION CRITERIA

#### *Essential*

- Proven track record designing, executing and evaluating campaigns that build grassroots leadership, shift public narrative and pressure policymakers to deliver outcomes
- Demonstrated ability to facilitate collaborative strategy development
- Demonstrated ability to deliver persuasive, audience-targeted strategic public communications including media and supporter communications
- Proven ability to analyse, synthesise and present written information in a compelling form for a range of purposes including strategic plans, opinion pieces, funding proposals and policy briefs
- Proven track record building mutually beneficial relationships and coalitions with people from a diversity of backgrounds, interests and worldviews
- Experience building and leading effective teams including sound project and budget management skills
- Well-rounded knowledge of the theory, practice and current innovation trends in social movement campaigning
- Passion for solving the climate crisis and fighting for environmental justice

#### *Desirable*

- Knowledge of the science, politics and economics of climate change and climate action social movements
- Knowledge of the Victorian political system particularly as it relates to climate and environmental policy

*Note: applicants who do not satisfy the "desirable" criteria are encouraged to apply but will be expected to demonstrate experience in rapidly getting up to speed on a new issue / policy area.*

### TERMS AND CONDITIONS

## **CLIMATE CAMPAIGN MANAGER**

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The position is a full-time, permanent position.

This position is classified as EV6.1 with a commencing pay point of \$49.17/hour and annual progression as defined in the Environment Victoria Enterprise Agreement. The Agreement also provides for employees to commence at a higher pay point in limited circumstances where they can demonstrate they have recently been performing equivalent work.

- Environment Victoria is strictly non-partisan and an equal opportunity employer
- Environment Victoria staff are required to operate in a manner consistent with organisational policies
- After hours and weekend work will/may be required. This will be agreed in advance and TOIL or flexi time utilised as appropriate.

The Environment Victoria Enterprise Agreement provides exceptional entitlements including more than 5 weeks of annual leave, generous parental leave conditions and sector leading measures to tackle the gender super gap.

Please note that at time of publication the 2021 Enterprise Agreement has been agreed “in principle” but is still subject to final adoption, which is expected to occur no later than December 2021. All wages and conditions outlined in this Position Description are those contained in the new agreement and are subject to it being formally adopted.

#### **REPORTING**

The successful applicant will report to the CEO.

#### **HOW TO APPLY**

To apply for this position please submit the following:

- A short cover letter explaining your interest in the role
- A current CV, including names and contact details of two referees
- Responses to each of the selection criteria (max 4 pages)

Please email your application, along with a CV and cover letter to [admin@environmentvictoria.org.au](mailto:admin@environmentvictoria.org.au)

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Applications close Monday 6 December at 9am

We strongly encourage applications from Aboriginal or Torres Strait Islander people, people of colour, women, people with disability and members of the LGBTIQ+ community.

For more information about Environment Victoria, visit our website:  
[www.environmentvictoria.org.au](http://www.environmentvictoria.org.au).

For more information about the position, contact CEO Jono La Nauze on  
[j.lanauze@environmentvictoria.org.au](mailto:j.lanauze@environmentvictoria.org.au)