

COMMUNITY ORGANISER – Gas Campaign

Position Description



JOB OVERVIEW

TITLE	Community Organiser – Gas Campaign
REPORTS TO	Climate Campaign Manager
LOCATION	60 Leicester St, Carlton with flexibility to work from home as needed
CLASSIFICATION	EV level 3 or 4, dependent on prior skills
SALARY	Starting rates are: EV3 \$38.1109/hour (\$75,307 pro rata/annum) or EV4 \$43.3236/hour (\$85,607 pro rata/annum) plus superannuation and generous leave conditions
STATUS	6 month contract (with possibility of extension pending funding) Part time role 0.8 FTE (4 days per week), pay is pro rata.

WHO WE ARE

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

Our team of around 25 staff is nimble, creative and fun. We strive for justice, equity, diversity and inclusion in our work and are committed to building, and supporting, a team of staff and volunteers that mirrors the Victorian community in which we work.

WHO YOU ARE

You are motivated, hard-working and excited about helping people turn their climate concern into action. You are passionate about tackling climate change, and you can make the connection between the big picture – ambitious climate action that protects nature and makes life better for Victorians – and the smaller, practical steps we need to win to get there.

You have experience designing, recruiting for and coordinating and following up from events.



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THE ROLE

Environment Victoria has been campaigning to reduce our emissions from methane gas, responsible for 17% of Victoria's emissions, and for an acceleration of home upgrades to electric appliances that will reduce pollution, energy bills and the health impacts of burning gas at home. We've worked to expose the motives behind the gas industry's well-funded PR, advertising and lobbying, and pushed the Victorian government to put our climate, people's cost-of-living struggles and health ahead of gas network profits – and we've had some big wins, like a ban on gas connections to most new buildings.

In response to those wins, the gas networks have upped their efforts, sponsoring MasterChef, running ads across radio, podcasts, TV, and shopping centres and even paying for big spreads in the Herald Sun. With the government considering regulations that would make sure everyone has access to efficient, cost-effective electric heating and water heating, this is going to be a big year to hold our government to account, and make sure they don't cave to the gas industry. To win, we need to get organised.

The Community Organiser – gas campaign is an exciting 6-month position, with the possibility of extension pending funding, to help us meet the moment. You'll be joining a skilled campaign working group – with expertise and responsibilities across policy, advocacy, media, digital, communications and including an existing Senior Organiser who has been leading on this work.

There's so much momentum for household electrification in Victoria, but not everyone knows about it. To help demystify household electrification and undermine the gas networks' fear campaign we want to uplift and expand the great work that is already going on. The Community Organiser – gas campaign will reach out to, and work with grassroots groups around Victoria, supporting them to supercharge their household electrification events and will support new partnerships that help us get the word out directly to communities.

ACTIVITIES

Coordinating closely with your fellow organisers, you will reach out to grassroots groups around Victoria, and with a focus on target areas, who are interested in electrification. You'll build relationships with these groups and support them to supercharge their household electrification events. This will look different for different groups, but it could mean:

- supporting them to design and feel confident in running impactful local events;
- helping them to boost attendance by getting the word out – in partnership with our communications team;



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- sharing lessons and advice between groups, and connecting groups directly where it's helpful;
- connecting groups with compelling speakers, and building up a list of speakers;
- providing support and organising collateral for the events;
- making the events more visible to decision-makers, local media and other community members.

The role will also involve:

- Developing an electrification pack to roll out in community spaces with materials and support for events.
- Scoping a potential alliance to scale up communication about the benefits and how-to's of household electrification.
- Representing Environment Victoria at relevant events and holding relationships with local group leaders and organisers.
- Contributing to the development and / or implementation of additional on-the-ground campaign tactics.
- Supporting EV volunteers to deliver additional campaign tactics, including communicating with them directly to encourage and support their involvement.

Performance measures

- Successful design, coordination and evaluation of local engagement activities.
- Support provided and strong relationships built with key allies and volunteers.
- Effectively representing Environment Victoria at local events and holding relationships with key local stakeholders, media and/or government representatives.
- Proactively bringing insights, lessons and stories into EV's broader campaigning and power-building activities.

SELECTION CRITERIA

At Environment Victoria, we value learning and don't expect you to be an expert at everything. If you fit a few, but not all of the below attributes, we encourage you to apply!

1. Experience designing and running powerful local engagement activities
2. Understanding of grassroots community groups – their priorities and ways of working.



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3. Experience initiating and building relationships with different kinds of people, as well as coaching or supporting others
4. Event planning, promotion and coordination skills and / or project planning skills.
5. Strong communication skills and ability to produce user-friendly event guides and materials
6. Passion for social justice, climate action and environmental protection.

It would be a bonus if you have experience in the following:

7. Home electrification, climate and energy issues
8. Building partnerships or alliances across diverse groups and organisations
9. Community organising frameworks and techniques

THE BENEFITS OF WORKING AT ENVIRONMENT VICTORIA

We believe in the power of people to make a meaningful impact across the state. We are proud of our team culture and work with intention to foster a workplace grounded in our core values of love, justice, courage, innovation and impact.

Environment Victoria Enterprise Agreement also offers excellent conditions, including:

- Annual automatic wage increases and a competitive pay scale that allows people to progress annually within their pay range.
- 5 weeks pro rata annual leave. With additional gratis leave days for Easter Tuesday, Melbourne cup Monday and the days between Christmas and New Year.
- Rider-friendly office facilities, such as showers and secure bike storage
- Subsidized car sharing for personal use.
- Access to an Employee Assistance Program, which includes counselling, financial advice, and managerial support.
- Leave policies to cater to a variety of diverse needs, including (but not limited to):
 - Paid overtime at 1.5x for additional directed hours
 - One day additional leave per year for house moving
 - 16 weeks of paid parental leave, including support for both birthing and non-birthing parents
 - 12 days of leave for menstrual and menopause-related needs.



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TERMS AND CONDITIONS

The position is a 6 month, part-time 0.8FTE (4 days a week) position to provide additional capacity during a campaign peak. Melbourne based.

This position will be classified as either EV3 or EV4 dependent on prior skills of the successful candidate and the level of responsibility and performance expectations adjusted accordingly. EV3 has a commencing pay point of \$38.1109/hour (\$75,307 pro rata/annum) and EV4 has a commencing pay point of \$43.3236/hour (\$85,607 pro rata/annum).

- 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 be required and is covered by flexi time and time-off-in-lieu provisions.
- Applicants must have the right to work in Australia, including valid, appropriate visa where applicable
- Applicants are expected to hold a current Victorian Drivers License.

REPORTING

The successful applicant will report to the Climate Campaign Manager and work within the Climate campaign working group focused on methane gas.

HOW TO APPLY

To apply for this position please submit the following:

- A cover letter explaining your interest in the role and how you meet the key selection criteria (maximum 2 pages).
- A current CV, including names and contact details of 2 referees (maximum 2 pages).

Please email your application to admin@environmentvictoria.org.au

Applications close 10 March 2025, 5pm.

This role will ideally commence in March 2025.

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



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All applications received will be screened to ensure they include the requested information in the appropriate format. Applicants will be advised if they have submitted an invalid application enabling them to resubmit before applications close.

For questions not addressed by the position description, contact admin@environmentvictoria.org.au using the subject line: **Community Organiser – gas campaign**

