

# NATURE CAMPAIGNS MANAGER

## Position Description



### JOB OVERVIEW

<b>TITLE</b>	<b>NATURE CAMPAIGNS MANAGER</b>
<b>REPORTS TO</b>	Campaigns Director
<b>LOCATION</b>	60 Leicester St, Carlton (some work from home and flexible working arrangements available)
<b>CLASSIFICATION</b>	EV6
<b>SALARY</b>	\$113,492 to \$127,600 annum plus superannuation and generous leave conditions
<b>STATUS</b>	Permanent 1.0 FTE (0.8 FTE considered) Full-time

### WHO WE ARE

Environment Victoria (EV) is building a movement of people across Victoria to create a just society living in harmony with a healthy environment. We are one of Australia's leading not-for-profit environment groups, with a history of running strategic, people-powered, campaigns that win just solutions to the biggest environmental problems of the day.

Our team of around 30 staff and hundreds of volunteers 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 that mirrors the rich diversity of the Victorian community in which we work.

### WHO YOU ARE

You are an experienced campaigner who has worked in conservation and land management, with a proven track record of positive engagement with First Nations' leaders and activists. You have a people-powered approach to achieving change, and your strength lays in your ability to foster mutually beneficial relationships and coalitions with a wide diversity of people and groups. You are politically savvy, and ambitious in pushing governments and businesses to commit to lasting change for nature protection.

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### THE ROLE

Environment Victoria's nature campaigns aim to restore and protect Victoria's unique ecosystems and empower Traditional Owners to care for country.

Reporting to the Campaigns Director, the Nature Campaigns Manager will be responsible for leading and managing the design and delivery of all our nature campaigns, directly managing a small team, acting as a key public spokesperson and providing campaign leadership to cross-organisational campaign teams delivering on nature campaigns.

### RESPONSIBILITIES

- **Lead Environment Victoria's strategy on nature campaigns**, in collaboration with others across the organisation and across the movement, and in line with our people-powered and First Nations led approach to achieving change.
- With the support of senior leaders, analyse Victoria's political landscape to identify threats, opportunities and strategies to achieve the goals of EV's nature campaigns.
- Identify opportunities and build alliances for supporting **First Nations land management** in protecting Country.
- Contribute to strategy development and identify Environment Victoria's contribution to current campaigns to:
  - protect habitat from **invasive species**
  - protect **forests** through First Nations' land management in Victoria and
  - protect and restore **rivers** and waterways in Victoria.
- Identify any new campaign opportunities Environment Victoria may consider to protect nature.
- Directly manage a staff member to high performance; recruit and manage an expanded team where budget allows.
- Lead collaborative processes to build internal buy-in and alignment on campaign strategy. Provide campaign leadership and support to staff and volunteers in the Organising and Communications teams assigned to nature campaigns.
- Manage and steward a budget effectively to deliver campaign outcomes.
- Identify fundraising opportunities when developing nature campaign strategies, and work with the Fundraising Team to leverage these opportunities.
- Monitor, evaluate and report on EV's nature campaigns to key stakeholders including board, funders, staff, volunteers and allies.
- Act as a public spokesperson for EV's nature campaigns including to media, policy-makers and key stakeholders.

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- Take on whatever tasks are required to help deliver a diverse array of campaign tactics you've identified are necessary to win your campaign objectives.
- Work with EV's senior management team to ensure alignment, integration and delivery of plans across campaigns and core organisational functions (advocacy, communications, organising and fundraising).

### SELECTION CRITERIA

#### *Essential*

- Demonstrated experience of working with First Peoples, and a sound knowledge of First Nations' land management issues.
- Proven track record designing, executing and evaluating campaigns that build grassroots leadership, shift public narrative and pressure decisionmakers to deliver outcomes.
- Proven track record building mutually beneficial relationships and coalitions with people from a diversity of backgrounds, interests and worldviews. Experience working collaboratively in campaign alliances, developing a common agenda and shared strategy, and working through different approaches to change and priorities.
- Demonstrated commitment to environmental justice.
- 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.
- Strong knowledge of environmental policy and politics with demonstrated experience in influencing public policy.
- Experience managing people directly, as well as experience leading and supporting others in an organisation you don't directly manage.

#### *Desirable*

- Experience working in First Nations advocacy campaigns and/or First Nations land management.
- Knowledge of the Victorian political system, particularly as it relates to environmental policy.

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### 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
  - Paid parental leave increasing from 18 weeks to 22 weeks by 2027, including support for both birthing and non-birthing parents, and accessible from 6 months of service.
  - 12 days of leave for menstrual and menopause-related needs.
  - 10 days of leave for First People's Cultural Leave, for Sorry Business or observing other cultural events, occasions or ceremonies

### TERMS AND CONDITIONS

The position is a permanent position based in Carlton, Victoria.

This position is classified as EV6. The commencing pay point will be determined by the successful candidate's number of years of relevant experience, as defined in the Environment Victoria Enterprise Agreement.

- Environment Victoria is an equal opportunity employer
- Environment Victoria staff are required to operate in a manner consistent with organisational policies

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

### **REPORTING**

The successful applicant will report to the Campaigns Director.

### **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 (maximum 4 pages).

Please email your application to [work@environmentvictoria.org.au](mailto:work@environmentvictoria.org.au).

Applications will begin being processed from 19 January 2026, and interviews will be offered in the following weeks. Applications will remain open until a successful applicant is found.

The position will ideally commence in February/March.

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

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 more information about the position or how to apply, contact People and Operations Manager Beth Koch at [b.koch@environmentvictoria.org.au](mailto:b.koch@environmentvictoria.org.au).