

POSITION VACANT

Conservation Director

Join a dynamic team with a successful track record in achieving change to address one of Australia's most challenging and harmful threats – invasive species.

Position:	Conservation Director
Reports to:	CEO
Basis:	Full time
Location:	Remote home or shared office, ideally close to Canberra/Sydney/Melbourne/Brisbane/Katoomba
Duration:	Three-year contract, extension possible
Salary range:	\$114,000-145,000 plus super, depending on skills and experience

Context

We are looking for an experienced and strategic-minded conservation director that can confidently lead and expand the conservation work of the Invasive Species Council during a period of rapid growth. Staffing levels have tripled over the last two years, and this growth and resulting capacity are expected to continue.

The candidate must be motivated to find ways to creatively tackle the 'wicked' threat of invasive species through solutions grounded in science that influence political decision-making and government and community action.

We operate to address threats strategically across all stages of the invasion curve. Key programs of work include advocacy for stronger national biosecurity, eradicating invasive ants and island invaders, more effective control of invasive hard-hooved herbivores and predators, engaging with Indigenous Australians, fostering citizen science and mobilising community action.

The Conservation Director is an existing position responsible for the conservation team and is part of the Senior Leadership Team which includes the CEO, Marketing and Development Director, Operations Manager and Principal Policy Analyst. A number of conservation staff direct report to the role. The team currently consisting of the following direct reports: an advocacy manager, conservation and biosecurity analyst and four conservation officers addressing deer in Tasmania, domestic cats, feral cats and Victorian invasive species.

Job description

The Conservation Director is responsible for ensuring development, delivery and evaluation of the conservation elements of the Invasive Species Council's strategic plan and yearly plans. The Conservation Director will apply creative and effective means to substantially decrease invasive species impacts across the invasion curve.

Key accountabilities and responsibilities

Advocacy and outreach

- Develop and oversee conservation campaigns and programs.
- Publicly represent the organisation at events and in the media.

Relationships and collaborations

- Develop and maintain networks and relationships with people and organisations that align with campaign/program and organisational objectives.
- Undertake collaborative projects and events to advance shared goals.
- Establish mechanisms for the community to contribute to advocacy outcomes.

Science and policy

- Ensure the rigour and scientific credibility of all activities and communications, working closely with the Conservation and Science Committee and the marketing team.
- Oversee or undertake projects focused on analysing and strengthening Australia's biosecurity policies, including the once-every-four-years State of Environmental Biosecurity Report.
- Undertake other research, analysis and writing tasks as determined from time to time.
- Develop, in collaboration with the CEO and other staff, submissions, reports, presentations and policy positions.

Fundraising (supported by the marketing team)

- Identify and develop funding opportunities for current and future projects.
- Support the marketing team in producing credible proposals, communication materials and events for supporters.

Management and leadership

- Lead the development of creative high impact strategies.
- Inspire and manage the conservation team including recruitment, work plan development, performance management and career development.
- Ensure team members meet agreed objectives and targets by providing support, direction, coaching and feedback.
- Guide and oversee a system for conservation team planning, target setting and reporting.
- Encourage collaborative relationships within the conservation team and with the operations and marketing teams.
- As a member of the Senior Leadership Team, actively participate in organisation-wide decision-making at the senior management level.

Other

- Promote the work, positions and strategic directions of the Invasive Species Council.
- Adhere to ISC policies and procedures and ensure adherence by staff, contractors and volunteers.
- Attend staff meetings and training.
- Proactively contribute to the organisation's culture – dynamic, bold, collaborative and respectful and fun – within the team and the whole organisation.
- Practice and promote appropriate self-care and collaboration at an individual, team and organisation-wide level.
- Celebrate the Invasive Species Council's contribution to the environment and all Australians.
- Other duties as determined by the CEO from time to time.

Selection criteria

Essential

- Excellent project development, strategic thinking, campaign planning and management skills, with a demonstrated ability to design and deliver ambitious and strategic conservation programs.
- Extensive experience applying scientific knowledge to conservation policy analysis and advocacy.
- Extensive experience building coalitions across diverse sectors/interest groups to develop and promote shared objectives.
- Extensive media skills and experience with securing media coverage of your work.
- Excellent writing and communication skills and a demonstrated ability to persuasively communicate with law and policy-makers, scientists, journalists and the public about conservation issues.

- Highly developed emotional intelligence and interpersonal skills including the ability to identify, assess and manage yourself, to accommodate difference and to build confident professional relationships with geographically dispersed team members.
- A proven record of managing and motivating staff over at least a five-year period.
- Willingness to travel interstate, often for several days at a time.

Desirable

- Experience working with environmental or social change NGOs.
- Detailed understanding of invasive species and conservation issues and related state and federal laws.
- Extensive networks in the agriculture, environmental and/or natural resource management sectors.
- Extensive and well-developed cross-party political networks at national, state and territory levels.
- A PhD, master's degree or equivalent experience in a field related to conservation, biology or biosecurity.
- Experience using the Open Standards for Conservation or similar adaptive management system.
- Experience and/or understanding of fundraising practices that support similar-sized charitable organisations.

Location

The position is to be based at a home office or shared office, ideally close to Canberra, Sydney, Melbourne, Brisbane or Katoomba. The Invasive Species Council supports decentralised working arrangements.

Applications

Please send a resume and a statement explaining how you meet each of the selection criteria to administration officer Alison Chan by email: recruitment@invasives.org.au. Applications that do not directly address how they satisfy each criterion will not be accepted. Applicants are required to demonstrate an up-to-date covid vaccination status.

Applications close: The official closing date for this position has passed. However we're still open to receiving additional submissions until a decision has been made. Please apply ASAP.

Further information Contact CEO Andrew Cox on 0438 588 040 for any further information.

About the Invasive Species Council

The Invasive Species Council is a non-government, donor-funded organisation that seeks to build a stronger, more collaborative biosecurity system that reduces the threat of invasive species to nature in Australia.

Invasive species have been the major cause of Australian animal extinctions since colonisation, and their threat is escalating as more invaders arrive, spread and interact with other threats. More effective prevention, eradication and control of invasive species is essential for the survival and recovery of thousands of threatened and declining species.

Formed in 2002, the Invasive Species Council is Australia's only environmental organisation dedicated to strategically tackling this issue and has made numerous interventions that have reduced the environmental impacts from invasive species.

Over recent years we have:

- played a major role in the establishment of the national office of environmental biosecurity.
- secured \$411 million over ten years to eradicate red fire ants from south east Queensland,
- co-hosted Australia's premier biosecurity gathering, the Australian Biosecurity Symposium.
- jointly conducted ground-breaking research to identify harmful invasive insects that could establish in Australia.
- led efforts to recognise and abate the national threat from expanding populations of feral deer.
- driven the Reclaim Kosci campaign that seeks to reverse the protection of feral horses in Kosciuszko National Park.
- played a leadership role in promoting 2021-2030 as the Decade of Biosecurity.

Our 2022-2030 Strategic Plan and other background information can be found on our website: invasives.org.au.

Last updated: 15 June 2023.