

POSITION VACANT

Senior Policy Analyst

This is an exciting opportunity for an experienced, mission-driven policy analyst to join a dynamic team with a successful track record in achieving change to address one of the leading threats to Australia's environment.

Position:	Senior Policy Analyst
Reports to:	Policy Director
Basis:	Full time (4 dpw may be considered for the right candidate)
Location:	Work from home, preferably in Canberra but other locations considered.
Duration:	Two-year contract, extension possible
Salary range:	\$90,000 to \$110,000 per annum plus super, depending on skills and experience. Salary packaging, 1 week paid study or field work leave, plus 3 days additional paid leave over Christmas/New Year leave are part of the package.

Job description

The Senior Policy Analyst will develop and promote compelling evidence-based solutions to strengthen Australia's biosecurity systems to reduce the threat of invasive species. The analyst will work collaboratively within the conservation team and take responsibility for developing policy across a wide range of invasive species issues, across the invasion curve.

Key responsibilities

- **Develop policy proposals:** Undertake analysis and develop evidence-based proposals for reforms that advance ISC's strategic goals to prevent, contain and manage invasive species threats to the environment.
- **Build and promote the case for reform:** Prepare submissions, briefing notes, policy statements and reports to propose and promote biosecurity reforms. On occasion, participate in advocacy and engage with the media to promote ISC's proposed policy reforms.
- **Build alliances:** Liaise and build relationships with science and policy experts to expand ISC's policy capacity and build support for reform. Provide support for ISC's Conservation and Science Committee.
- **Self-motivate, Collaborate and support:** Provide information and policy advice to support the work of other Invasive Species Council staff members. Participate in processes such as progress reporting, strategic planning, social media and fundraising to help build a more successful organisation. Proactively contribute to maintain a positive, collaborative and mission-driven organisational culture.

Selection Criteria

Essential

- A deep understanding of environmental science and policy.

- A track-record of developing and promoting evidence-based policy reform proposals.
- Strong skills in absorbing, critically analysing and summarising complex scientific, legal and policy information.
- Confident in thinking outside the box and constructively challenging existing thinking.
- Excellent writing skills for both technical and advocacy documents for different audiences.
- Self-motivated and able to work effectively with minimal supervision and collaboratively as part of a geographically dispersed team.

Desirable

- Experience and understanding of invasion biology and biosecurity law and policy.
- Experience in working on biosecurity policy-making.
- A background in science, economics or law.

Applications

Please send a resume with at least two referees and a cover letter explaining how you meet each of the selection criteria to: recruitment@invasives.org.au. Applications that do not directly address each criterion will not be accepted.

ISC is an equal opportunity employer. Aboriginal and Torres Strait Islander people are encouraged to apply.

Applications close: Sunday 11 May 2025.

More information

Contact Policy Director Carol Booth at carolbooth@invasives.org.au with questions about the role.

About the conservation team

The Invasive Species Council conservation team aims to tackle some of our most challenging invasive species threats and drives systemic reform to Australia's biosecurity system and environmental laws.

The values of the conservation team:

- We are relentless in pursuing outcomes and having impact.
- We are not scared to fail and learn from the experience.
- We own and drive the work that we do.
- We are creative and open minded.
- We connect to and are motivated by our passion for nature.

About the Invasive Species Council

You will be joining a dynamic team that advocates for nature, is committed to science, is fearless and persistent and is collaborative with first Australians.

The Invasive Species Council is a non-government donor-funded organisation formed in 2002 that seeks better laws and policies to protect the Australian environment from invasive plants, animals and diseases.

Invasive species have been the main driver of environmental loss of Australia's native animals since colonisation and remain one of the main threats to the future survival of all our unique wildlife on land and sea. Unless we take action, work with others and speak out, Australia's biodiversity crisis will only worsen.

The Invasive Species Council has made numerous interventions to reduce the environmental impacts from invasive species. Over recent years we:

- played a major role in the establishment of the national Office of Environmental Biosecurity.
- raised the alarm about the imminent threat of highly pathogenic avian influenza.
- secured over \$1 billion for the national red fire ant eradication program.
- secured \$25 million to eradicate yellow crazy ants from Cairns and Townsville.
- led efforts to recognise the national threat from expanding feral deer populations.
- jointly conducted ground-breaking research to identify harmful invasive insects that could establish in Australia.
- co-hosted the Australian Biosecurity Symposium since 2019.
- led the establishment of the Decade of Biosecurity initiative.
- drove the Reclaim Kosci campaign that has seen reductions in feral horses in Kosciuszko National Park.

We work remotely from homes in many parts of Australia. Support for your professional development will be a priority.

Our 2022-2030 Strategic Plan can be found here: <https://invasives.org.au/about-us/strategic-plan/>

More details about all our campaigns can be found on our website: <https://invasives.org.au/>