

Position Description

Conservation Advocate - Victoria

Are you inspired to tackle one of Australia's main drivers of environmental loss and extinction? We are looking for a motivated, connected and passionate team member to help us put the issue of invasive species on the agenda ahead of the 2027 Victorian election. Be a critical part of a national organisation that has a strong reputation for success in tackling one of the greatest threats to Australia's biodiversity – invasive species.

Position:	Conservation Advocate - Victoria
Reports to:	Advocacy Director
Basis:	Full time (1.0 FTE).
Location:	Hybrid arrangement, working from home and the Environment Victoria office in Carlton. Travel within Victoria will be required.
Duration:	Fixed-term contract until 1 February 2027, with possibility of ongoing role dependent on performance and securing funding.
Salary range:	\$95,000 - \$110,000 per annum plus superannuation, depending on skills and experience. Salary packaging, 1 week pro-rata paid study or field work leave, plus three days bonus ex-gratia leave Christmas/New Year are part of the package.

About the role

Victoria's unique natural heritage and wildlife are under siege from the growing threat of invasive species - a primary driver of extinction and habitat degradation. Feral deer and horses are trampling native habitats and polluting water catchments. Weeds, cats and foxes are laying siege to nature, yet persistent regulatory barriers and cuts to vital biosecurity resources impede effective action.

As the Invasive Species Council (ISC) Conservation Advocate - Victoria, you will lead an election-focused campaign to create momentum for action on key threats posed by invasive species.

This role will require the rapid implementation of a campaign plan for the Victorian 2027 election to:

1. Raise the profile of and support for issues including feral deer, feral horse and weed control
2. Secure election commitments for professional, humane and effective invasive species control
3. Build consensus for regulatory frameworks that support effective invasive species action.

This unique role suits a passionate and driven campaigner. We seek to cut through political inertia and organise a powerful, diverse alliance demanding action to generate the public and political momentum to protect Victoria's nature from invasive threats.

This role is an exciting collaboration between the Invasive Species Council and Environment Victoria. You will be employed by the Invasive Species Council but be hosted within the Environment Victoria offices to foster close cooperation on nature campaigns in the lead-up to the election. Your day to day work will report to the Invasive Species Council Advocacy Director but will undertake regular strategic project updates and consultation with Environment Victoria.

ISC recognises the importance of family-friendly work arrangements. To support this, we offer flexible working hours designed to accommodate school and childcare commitments. Alternative or reduced work hours may be considered for the right candidate.

Key Responsibilities

- **Lead the Victorian Campaign Strategy:** Drive implementation and progress of the Victorian Invasives Action Campaign to raise the salience of invasive species issues ahead of the 2026 election.
- **Build Strategic Alliances:** Establish and maintain a network of diverse stakeholders.
- **Political Advocacy:** Identify and engage political champions, organise and brief candidate delegations, and secure pre-election commitments from parties and candidates.
- **Media and Communications:** Work with a media team to establish an earned media profile, engage journalists, and act as a spokesperson to drive the campaign message.
- **Institutional Engagement:** Coordinate meetings with departmental, political and stakeholder decision-makers to advocate for campaign goals.
- **Event Coordination:** Organise campaign activities, meetings and delegations at key moments to make the most of emergent opportunities.
- **Collaboration:** Work seamlessly as part of a joint effort between the Invasive Species Council, Environment Victoria and allied groups, maintaining strong relationships across stakeholder campaign stakeholders.
- **Reporting:** Provide ongoing progress reports to Advocacy Director and project partners.

Selection Criteria

Essential

- **Campaign implementation:** Demonstrated experience in a public policy campaigning, advocacy, or community engagement role.
- **Stakeholder engagement:** Experience in building and maintaining relationships across diverse organisations.
- **Strategic communication:** Strong ability to deliver complex information publicly and persuasively.
- **Subject matter experience:** Experience of invasive species issues, environmental science, hunting and firearms regulations or public land management in Victoria.
- **Independence and initiative:** Demonstrated ability to work independently in a fast-paced environment, self-direct work, and drive outcomes with minimal supervision and broad reporting expectations.
- A current driver's licence, reliable motor vehicle, and a willingness to travel within Victoria is required.

Desirable

- **Political acumen:** Understanding of Victorian political processes and experience in election-focused advocacy or lobbying.
- **Network access:** Existing relationships within the Victorian environmental, agricultural or land management policy landscape.
- **Experience working with First Peoples:** sound knowledge of First Nations' land management issues.
- **Event management:** Experience in organising community forums, meetings and delegations.
- **Media engagement:** experience as a spokesperson and/or engaging with journalists.

Other

- Promote the work, positions and strategic directions of ISC.
- Adhere to ISC policies and procedures and ensure adherence by staff, contractors and volunteers.
- Attend staff meetings and training.
- Proactively contribute to a positive, collaborative and values driven culture with the team and organisation.
- Practice and promote appropriate self-care and collaboration at an individual, team and organisation-wide level.
- Celebrate ISC's contribution to the environment and all Australians.
- Some out of hours work will be required in this role.
- Other duties as determined by the Advocacy Director from time to time.

Location: This role is based in Victoria under a hybrid arrangement, working from home and the Environment Victoria office in Carlton.

Applications

Please send a resume with at least two referees and a statement 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.

Applicants must possess full working rights in Australia to be eligible for appointment. A current National Police Check (NPC) will be required and a Working With Vulnerable Persons Check (WWVP) may be required.

Invasive Species Council is an equal opportunity employer. Aboriginal and Torres Strait Islander people, people from culturally diverse backgrounds and people with disabilities are encouraged to apply.

Applications close: 11:59 pm Sunday 1 February 2026.

Applications will be reviewed continuously and interviews will be arranged as shortlisted applications are received. We strongly encourage you to apply early.

More info: Contact Reece Pianta, Advocacy Director reecep@invasives.org.au for specific questions about the role.

About the Invasive Species Council

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

Our team values are:

- We are relentless in pursuing outcomes and having impact.
- We are not scared to fail and learn from the experience.
- We are collaborative, resourceful and take initiative.
- We are all responsible for a healthy team culture.
- We are connected to and speak up for nature.
- Integrity is not negotiable

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.
- secured \$100 million 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.
- drove the Reclaim Kosci campaign that has seen reductions in feral horses in Kosciuszko National Park.

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/>