

POSITION VACANT

Community Organiser NSW

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 create, mobilise and empower a network of concerned allies and stakeholders in NSW. 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:	Community Organiser (NSW)
Reports to:	Advocacy Director
Basis:	Full-time (1.0 FTE).
Location:	NSW or ACT - Work from home or shared office in Katoomba or Wollongong. Travel within NSW will be required.
Duration:	12 months, with extension possible depending on performance and funding.
Salary range:	\$75,000 - \$90,000 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

From backyard weed escapees to feral deer, cats and diseases like myrtle rust, invasive species are one of the biggest threats to biodiversity and the leading cause of animal extinction in Australia.

Unless we take action, work with others and speak out, Australia's biodiversity crisis will only worsen. The Invasive Species Council (ISC) is looking for a motivated and passionate team member to answer that call to action by creating, mobilising and empowering a network of concerned allies and stakeholders in NSW.

The Community Organiser position will play a central role in building ally networks through engaging campaign opportunities to drive change that can address the damage invasive species cause to nature.

You will do this through crafting campaign engagement opportunities for collaborative action as an organiser in our national conservation and advocacy team. Through connecting, informing and mobilising a network of allied stakeholders you will hold decision-makers accountable and help protect nature from the damage caused by invasive species.

You will undertake community briefings, coordinate information stalls, collaborate with partners, brief decision makers, organise letters, statements and petitions and take initiative to mobilise broad support for invasive species action. You will connect, support and empower allies in their communities. This work will require you to build coalitions, build public profile and act as a spokesperson in the media.

Key campaigns you will hit the ground running on include banning the sale of weed species and increased resourcing for invasive species management on feral horses, cats and deer.

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

- **Organise and mobilise support:** Lead the development and growth of a dedicated network of volunteers, allies and stakeholders in NSW to take supportive action on invasive species campaigns.
- **Campaign execution:** Drive on-the-ground campaign activities including community briefings, information stalls, MP visits, joint letters and petitions.
- **Coalition building:** Actively build and maintain strong coalitions with partner organisations (including environmental, Indigenous, community) to create a united front for nature.
- **Advocacy & accountability:** Organise and lead delegations to key decision-makers to advocate for policy outcomes.
- **Communications & Media:** Act as a spokesperson in NSW, building a public profile and engaging with local media to raise awareness of the need for invasive species action.
- **Event Management:** diverse public events—from market stalls to town hall meetings—to educate, motivate and increase support for invasive species action.
- **Strategic Collaboration:** Work closely with the Advocacy Director and national Invasive Species Council team to identify emergent political opportunities and co-design high-impact tactics that work in the NSW political landscape.
- **Operational & Culture:** Maintain accurate supporter data, provide reports and updates, adhere to ISC policies, and actively contribute to a positive, collaborative, and values-driven team culture.

Selection Criteria

Essential

- **Campaigning & Community Organising:** Demonstrated experience in a public policy campaigning, advocacy, or community engagement role.
- **Stakeholder Engagement & Relationship Building:** Experience in building and maintaining networks of community leaders and relationships across diverse organisations to support a shared goal.
- **Communication & Persuasion:** Strong written and verbal communication skills, with the ability to distill complex issues into compelling calls to action, speak in public forums, to the media and rapidly build relationships with new people.
- **Project & Event Management:** A track record of successfully planning and delivering public events, managing volunteers, and working semi-autonomously to meet deadlines.
- **Values Alignment:** passion for protecting Australia's native wildlife and landscapes, and a commitment to working within a collaborative, mission-driven team.
- **A current driver's licence**, access to a vehicle, and a willingness to travel within NSW is required, with occasional interstate travel as needed.

Desirable

- **Political Acumen:** An understanding of NSW political processes and experience in lobbying or advocacy aimed at influencing government decisions.
- **Media Experience:** Experience engaging with traditional media (radio, print, TV) or managing social media channels for advocacy purposes.
- **Subject Matter Knowledge:** An understanding of invasive species issues, conservation science, or the broader environmental sector in Australia.
- **Existing Networks:** An established network of contacts within local environmental, Indigenous, or community organisations in NSW or the ACT.
- **Experience working with First Peoples:** sound knowledge of First Nations' land management issues.

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: Remote home in NSW or ACT, or shared office in the Blue Mountains or Wollongong.

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 8 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 further information 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 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/>