

Position Description

Conservation Advocate - New South Wales

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 New South Wales 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 - New South Wales
Reports to:	Advocacy Director
Basis:	Full time (1.0 FTE).
Location:	Work from home. Travel within NSW will be required.
Duration:	2 year contract, with possibility of extension dependent on performance and securing funding.
Salary range:	\$95,000 - \$105,000 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 horses, deer and cats, invasive species are one of the biggest threats to biodiversity and the leading cause of animal extinction in Australia.

As the Invasive Species Council's (ISC) Conservation Advocate - New South Wales, you will lead our efforts to create momentum for action on key threats posed by invasive species.

You will be part of a team motivated by a passion to drive action on a key threat to nature. Mobilising and empowering a network of concerned allies and stakeholders in NSW will be a key part of your role. You will platform nature in the corridors of power and engage in detailed policy work that delivers effective invasive species control.

This role will build on work ISC has undertaken in New South Wales over many years to:

- organise community meetings and presentations
- brief decision makers with compelling written and verbal communication
- deliver compelling communication in media and public forums
- craft letters, media content and petitions
- 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 the resourcing and social licence of effective invasive species management of feral horses, cats and deer and banning the sale of weed species.

This unique role suits a passionate and driven campaigner. We seek to cut through political inertia to generate the public and political momentum to protect nature from invasive threats.

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 New South Wales Campaign Strategy:** Drive ongoing implementation and progress of key invasives initiatives ahead of the coming election and beyond.
- **Build Strategic Alliances:** Grow and maintain a network of diverse stakeholders.
- **Political Advocacy:** Identify and engage political champions, organise and brief candidate delegations, and secure 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 and allied groups, maintaining strong relationships across stakeholder campaign stakeholders.
- **Reporting:** Provide ongoing progress reports to Advocacy Director and CEO

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 New South Wales.
- **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 New South Wales is required.

Desirable

- **Political acumen:** Understanding of New South Wales political processes and experience in advocacy or lobbying.
- **Network access:** Existing relationships within the New South Wales 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 New South Wales

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 ? ??? 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/>