

Position Description

Community Engagement Manager

ABOUT THE ROLE

Purpose of Position

RE-Alliance (REA, formerly Australian Wind Alliance) brings together communities, businesses and individuals to deliver for regional communities as we transition to powering our homes, cities and industries with clean, renewable power.

Australia is on the brink of a massive build out of new wind and solar power, coupled with hundreds of kilometres of new transmission lines. The creation of Renewable Energy Zones (REZs) will affect hundreds of regional communities across Eastern Australia. REA sees the opportunity to ensure that REZs work for communities and make the regions better places to live, including delivering secure, well paid jobs, cheap electricity, value-added industries, and innovative community programs.

The Community Engagement Manager is a critical part of the REA team working towards this goal. The focus of this position is on working with communities to ensure project benefit-sharing delivers tangible benefits, such as community funds and community ownership. The position will work to ensure community aspirations are heard and responded to in a practical way by renewable energy developers.

The Community Engagement Manager will have the skills and experience to work effectively with a wide range of local stakeholders including local government representatives, local business chambers, leading businesses, local union representatives, social service organisations, Traditional Owners, local farmer organisations, local media leaders, local environment group leaders and others.

Using the strategic insight generated through community engagement the position will advocate, educate and organise to improve industry practices and deliver local benefits. The goal of the Community Engagement Manager is that communities have a meaningful say in the design and rollout of REZs, so that these projects fulfil community aspirations for their local area.

The Community Engagement Manager will look for opportunities to make community expectations clear to renewable energy developers and may contribute to building the capability of industry participants to deliver best-practice community engagement and benefit sharing. In doing so, the position will draw on REA's expertise on the renewable energy and transmission sectors and work closely with other REA staff including the Transmission Advocate.

This position will work closely with the REA Communications Specialist to support information sharing, organising and advocacy within community networks and to spread community messages to stakeholders, media and the public.

The Community Engagement Manager will report to the REA National Director and work closely with the whole REA team, including providing input to program and project strategies, adapting and responding to changing circumstances to advance the goals of REA.

The position will also be involved in supporting and developing REA as a thriving organisation including supporting collaboration, reporting and public communications.

The Community Engagement Manager will have a valid driving licence and access to a car to attend meetings and events as appropriate to the role. Some overnight travel and evening and weekend work will be required. Reimbursement for reasonable expenses will be provided subject to approval.

Key responsibilities

The Community Engagement Manager will be responsible for:

- Building and maintaining productive relationships with a wide range of local community stakeholders in REZs in order to build engagement and support, including identifying, recruiting, cultivating, building and retaining the trust of a wide range of different people with varying backgrounds, interests and approaches.
- Designing and delivering community consultation and engagement processes at different scales that will: articulate shared community concerns and interests; identify and support community leaders; and establish and build trust between stakeholders.
- Producing a community REZ plan that identifies the target outcomes for the community from renewable energy investment as a platform for bringing community and industry together in a way that maximises shared benefit.
- Supporting and building the capacity of community stakeholders to self-organise and network, including facilitating local community leaders' engagement with government and industry.
- Developing and communicating a reality-based narrative about the strengths of proud rural communities and the benefits that renewable energy brings them. This may include sharing progress on local jobs and other benefits in real time via local media, social media, and other channels, including local champions.
- Where appropriate, working directly with the renewable energy industry to improve their community engagement practices including preparing industry stakeholders for community engagement by building capability and facilitating industry liaison with community representatives.
- Documenting the processes and capturing lessons from community engagement, including making these resources available to organisations working in other REZs.
- Maintaining a professional awareness of developments in the local area and using this to provide advice and analysis of emerging issues and opportunities.
- Contributing to the preparation of papers, reports and documentation to ensure strong community engagement and support community participation in renewable energy planning, policy development and advocacy.
- Building the success of the REA team through positive and flexible contributions to the management and administration of the organisation.

ABOUT YOU

Qualities & Attributes

As a member of the REA team, the Community Engagement Manager is:

- Always professional, demonstrating courage, ethical work standards and a high level of integrity

- A clear and open communicator who works to facilitate trust with the team and partners
- Innovative, looking for creative solutions when situations are complex and directions are not clear
- Persistent, resilient and resourceful to achieve outcomes in the face of challenges and setbacks
- Effective under pressure and able to operate autonomously or contribute as part of a team as the situation demands
- Flexible and adaptable to transition between tasks and projects and move with change
- Genuinely committed to ethical management and inclusivity in decision making, and principles of social justice and equitable access
- Willing and able to work collaboratively in a small, interdependent team.

Capabilities

The Community Engagement Manager has these capabilities, skills and experience:

- Professional experience and a record of success in delivering engagement projects that enable communities to effectively articulate, agree and advocate for their own concerns and interests
- Excellent interpersonal skills, incorporating verbal and written communication, negotiation, facilitation, problem solving and influencing skills to engage a variety of stakeholders
- Proven project management skills with extensive experience in planning and coordinating community events of different types and different scales including in highly sensitive contexts
- High level problem solving skills to resolve challenges independently using initiative and judgement
- Proven expertise in the development and delivery of consultation methods such as stakeholder analysis, community mapping, meetings or forums, surveys, workshops and focus groups
- Experience preparing and presenting high quality interpretive reports based on community engagement including use of a range of statistical and analytical tools
- Highly effective time management and organisational skills to get outcomes and meet tight deadlines, with proven ability to manage a broad range of tasks simultaneously and achieve complex goals
- Good written skills to prepare reports, submissions and funding applications with a high degree of attention to detail and accuracy
- Aboriginal and Torres Strait Islander cultural awareness or ability to complete training and take action to build cultural awareness and capabilities.

SELECTION CRITERIA

Essential

1. At least 5 years professional experience in community organising, community consultation or related fields
2. Proven expertise in designing and delivering community engagement or consultation processes with a track record of innovation and success
3. Demonstrated record of delivering successful community events at a range of scales in collaboration with partners and stakeholders, including adapting to challenges and managing sensitive issues
4. High level written and oral communication skills with experience communicating complex concepts to a wide range of audiences using appropriate technology including social media
5. A passion for building Australia's renewable energy future and improving the fabric of local communities
6. Current valid driver's licence and ability to travel widely on the Eastern Seaboard.

Desirable

7. Understanding of the needs and opportunities in rural and regional Australia, preferably living within a Renewable Energy Zone
8. Awareness of the Australian renewable energy sector status, opportunities and issues

Accountability

The Community Engagement Manager has the following accountabilities:

- Reports to the National Coordinator and will undertake tasks as agreed as part of the staff team during the period of employment
- May not engage in any trade, profession or business which would be in conflict with the duties of his/her position. Potential employees must declare conflicts of interest prior to commencement and if any arises during the course of employment.