



AUSTRALIAN LAND CONSERVATION ALLIANCE



POSITION DESCRIPTION

ALCA Policy Lead

Job Title	ALCA Policy Lead	Status	Fixed term (12 months) with potential to extend
Location	Negotiable (ACT or NSW preferred)	Hours	38 hours per week
Reporting to	CEO	Salary	\$85,000-\$95,000 plus superannuation

About ALCA

ALCA was formed in 2011 and is a membership-based network that brings together the Australian state-level land trusts and other major organisations working in land conservation. These organisations individually and collectively contribute to the achievement of local, national and international biodiversity conservation goals on private land. With private land playing an increasingly important role in the achievement of nature conservation in Australia, ALCA has a significant stake in, and can significantly contribute to, the delivery of conservation outcomes on private land. See www.alca.org.au.

Since its inception, ALCA has represented and profiled its constituency by: providing policy advice and submissions on a range of issues such as climate, taxation, biodiversity and other land and water sector strategies and plans; providing fora for emerging issues such as conservation impact investment; undertaking research and project based initiatives; and, since 2014, convening an increasingly popular and well attended annual national private land conservation conference.

Position Purpose Statement

ALCA's Policy Lead is a critical and rewarding role researching, advising and engaging on public policy solutions that unlock the full potential of private land conservation that will ultimately result in increased protection and investment in private land.

The role is responsible for undertaking research and provide high level advice to ALCA Management and the Policy and Government Relations Committee (the Committee) on strategic public policy matters, in accordance with the Committees Terms of Reference. The role will be required to prepare high level advice, develop complex submissions on behalf of ALCA, and undertake analysis and reporting on data.

A key purpose for this position is to finalise and develop an implementation plan for the Policy Roadmap, working with ALCA Staff and the Policy and Government Relations Committee. This includes engaging with Members and key stakeholders and further prioritisation and delivery of roadmap areas.

The role will be required to engage and/or consult with ALCA Members, stakeholders, the broader community, and government on private land conservation and ALCA's work.

This position is an excellent opportunity for an individual with significant experience working in environmental research, public policy and strategy in the public and not-for-profit sectors during



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a critical year for nature. Your experience working with business, government and within political contexts will be a valuable contribution to the team.

Reporting Line: this position reports directly to the CEO, and works with and supports other ALCA program areas, and may be part of various collaborative Program Teams. The position will work with considerable autonomy.

Remuneration: Salary range of \$85,000-\$95,000 plus superannuation. This contract is fixed term (12 months) but may be extended subject to funding.

Hours: Full time (38 hours per week) or other arrangements by negotiation. The position may require travel to other states and territories, including occasional overnight.

Location: This position's location is negotiable, with a preference for the ACT or NSW. ALCA does not currently have an office of its own, and so working from home and/or from a Member organisation's office or other premise will be agreed.

Key Responsibilities

1. Lead the finalisation and implementation of ALCA's Policy Roadmap.
2. Work with ALCA staff, Members and collaborators to provide advice related to policy and strategy, including with regard to the Private Land Conservation Program.
3. Provide high level advice and analysis to the CEO and Policy and Government Relations Sub-Committee (the Committee) regarding state, federal and international Policy, Strategy or reform agendas.
4. Working with ALCA CEO and the Committee to develop submissions and response recommendations to relevant governmental inquiries and reviews.
5. Working with ALCA CEO and other staff, prepare as required complex reports, correspondence and engagement/communications strategies regarding public policy matters that will affect private land conservation to support ALCA and its Members' understanding of policy and ALCA's policy positions.
6. Build and maintain strategic relationships across Members and collaborators, State and Commonwealth Government, business, and other influential sectors to remain aware of current and future issues and to build mutual support for initiatives.
7. Provide secretariat services to the Committee.
8. Other duties as directed.



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Selection Criteria

You must demonstrate:

1. Strong motivation and passion to protect nature and culture to achieve a healthy and resilient Australia. Knowledge of conservation, natural resource management, farming and/or Indigenous land management.
2. Demonstrated experience and skills in research, analysis and policy development, including the ability to develop and prepare complex environmental policy papers and the provision of well-considered recommendations, solutions or pathways.
3. Demonstrated experience engaging and managing a diverse range of stakeholders, using high level interpersonal communication, negotiation and influencing skills. Ability to translate complex information to a broad audience and experience in government or business relations will be considered favourably.
4. Tertiary qualifications in a relevant field, for example environmental science or sustainability, politics, law, etc.
5. Competencies and personal attributes: Highly organised and self-motivated, with strong problem-solving skills and a demonstrated ability to navigate successful outcomes in a complex environment.

We actively encourage Aboriginal and Torres Strait Islander people, people from Culturally and Linguistically Diverse backgrounds, LGBTIQ+ people, a diverse range of genders, people with disability and others who have diverse experiences of our world to apply for this opportunity.