

Victorian Community Organiser

The Position

The role is focused on building a bigger and more diverse movement for nature protection and climate action as part of our national community organising program *Movement for Life*. The role involves inspiring, recruiting and retaining volunteers, developing and training leaders, and engaging target communities in meaningful dialogue and action.

The Community Organiser will work on broad cross-organisational movement building efforts, as well as on specific campaigns for the Wilderness Society. The role will involve close collaboration with campaigners, Lead Community Organisers, the National Organising Manager, campaign staff and our Membership and Fundraising department to codesign community organising efforts with campaign and fundraising strategies.

Employer	The Wilderness Society Victoria Inc. (TWSV)	Department	Organising
Location	Melbourne Campaign Centre, 353-355 King St, West Melbourne 3003	Level	4
Tenure	Permanent (full time) with probationary period	Hours	37.5 per week. Note this position will often require work outside standard 9-5 business hours.
Reports to	Victorian Campaigns Manager	Day to day functional reporting to	Lead Community Organiser

Responsibilities

Key Responsibilities
<p>Leadership & Teamwork</p> <ul style="list-style-type: none"> • Provide local leadership on the TWS community organising program <i>Movement for Life</i> • Work collaboratively with campaign and lead organising staff to deliver combined campaign and organising outcomes • Work with local allies in the conservation sector to develop joint community organising strategies where appropriate • Provide leadership in the development and implementation of strategic and organisational plans. • Actively seek opportunities to innovate or improve organising systems



Campaign Mobilisation

- In collaboration with local organising teams, deliver campaign mobilisation activities and actions as per agreed national campaign plans
- In collaboration with local organising teams, contribute to campaign mobilisation and organising opportunities for State-based campaign initiatives

Organising

- In collaboration with the Lead Community Organiser develop local work plans that deliver objectives within the National Community Organising Plan Movement for Life.
- Deliver the community organising plan
- Develop and build a network of *Movement for Life* local community organising teams
- Mentor and guide volunteers to implement strategies and plans
- Lead the implementation of organising tactics in target areas
- Monitor, evaluate and report on all community organising activities in local centres
- Coordinate and deliver local community organising training programs
- Ensure that national community organising systems and process are followed, including data management via CRM
- Deliver local campaign and fundraising engagement events, presentations as required
- Develop volunteer leaders and build local organising teams
- Mentor and guide volunteers to implement strategies and plans
- Follow The Wilderness Society volunteer management guides

General

- Support a safe and healthy work environment through participation in Work Health, Safety and Environment initiatives
- Actively participate in the identification and mitigation of risks within the organisations risk management framework
- Adhere to TWS Privacy of Information Policy and Procedure at all times
- Confidentiality with all clients, volunteers and staff
- Professional development is undertaken to ensure currency and skill requirements of the role are met

Knowledge and Skills

Essential	Desirable
<ul style="list-style-type: none">• Experience in community organising or campaign organising initiatives• Experience working in or with volunteer programs• Ability to identify and develop volunteer leaders• Good understanding of grassroots campaigning including strategy, supporter mobilisation and research and analysis• Ability to manage multiple projects and deadlines and work well under pressure• Excellent networking and interpersonal skills	<ul style="list-style-type: none">• Minimum two years full time community organising experience• A proven commitment to and understanding of the not-for-profit sector• Experience in facilitation and training• Field election campaigning experience• Experience using Nation Builder CRM



<ul style="list-style-type: none">• Highly developed written and verbal communication skills, including public speaking• Well developed computing and online skills• Experience working with databases or CRM such as NationBuilder	
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Managing for Performance Process

Formal	Informal and Ongoing
<ul style="list-style-type: none">• Induction (4 weeks)• Probation (6 Months)• Performance Conversation (1 annually)	<ul style="list-style-type: none">• Team Meetings (fortnightly)• Manager & Employee One on One's (fortnightly)

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