

POLICY & GOVERNMENT RELATIONS LEAD – NSW

Play a crucial role in improving the lives of animals by leading the Australian Alliance for Animals' political advocacy in New South Wales. This is an exciting opportunity for an enthusiastic and strategic advocate to shape progressive animal welfare policy by developing advocacy strategies, building coalitions, and influencing decision-makers at the highest levels of state government.

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| Work location | Sydney |
| Status | 2-year fixed-term contract |
| Hours | Full time |
| Salary | \$90,000 to \$110,000 FTE per annum plus superannuation |
| Reports to | Director of Policy and Government Relations |

About the Australian Alliance for Animals

The Australian Alliance for Animals is a national charity leading a strategic alliance of Australia's major animal welfare organisations to create an independent animal welfare policy framework that works *for* animals, not against them. Launched in 2022, we have a focus on effective animal advocacy and systemic reform. Our members include Animals Australia, World Animal Protection Australia, Humane World for Animals Australia, Compassion in World Farming, FOUR PAWS Australia and Voiceless, the animal protection institute. Through our programs, we lead sector-wide support for crucial reforms, hold decision-makers to account, and bring our members and allies together to strengthen representation of animals. Our [2023-2026 Strategic Plan](#) includes goals of uniting the Australian animal welfare sector and increasing its political significance.

About the role

Join a dynamic and values-driven organisation working to transform the way animals are protected in Australia. As the NSW Policy and Government Relations Lead, you'll play a key role in shaping state-level reforms by building strong relationships with decision-makers, developing advocacy strategies, and driving systemic change for animals. Working closely with our national team and coalition partners, this role offers the chance to make a real impact in a strategically important state. If you're passionate about animals, politics, and creating lasting change, this is an exciting opportunity to put your skills into action.

This role is based in Sydney to facilitate access to the NSW State Parliament and relevant Government departments.

Working closely with the Director of Policy and Government Relations, the NSW Policy and Government Relations Lead will:

- Lead the development, execution and ongoing evaluation of a political engagement strategy in NSW in support of the Alliance's national strategic goals and priorities.
- Build and maintain relationships with key NSW stakeholders, including parliamentarians, government officials, industry and civil society organisations.
- Engage directly with policy decision-makers in NSW, including regular in-person meetings with parliamentarians, government officials, and other stakeholders.
- Foster strong, collaborative relationships with Alliance member organisations and their personnel, and assist Alliance members with political engagement opportunities in NSW.
- Identify strategic opportunities to build coalitions with other organisations to further the Alliance's campaign goals.
- Employ strategies for ensuring transparency and accountability in NSW government decision-making affecting animal welfare.
- Continually monitor and interpret the NSW political, government, business and industry environment to identify opportunities and risks.
- Contribute to the development of evidence-based research, analysis, and content.

Selection criteria

Essential

We're looking for someone with these types of skills and experience:

- Two or more years of experience in a campaign, advocacy, policy, political or stakeholder engagement role
- Demonstrated political awareness and understanding of the Australian political landscape
- Understanding of government policy and law reform processes
- Ability to think strategically and effectively execute political advocacy and campaign strategies, including progress monitoring, evaluation and adaptation
- Strong outcomes-focused mindset
- Demonstrated personal initiative and ability to work autonomously while contributing effectively to a team environment
- Excellent interpersonal skills with the ability to develop and maintain positive collaborative relationships with a diverse range of stakeholders
- Excellent communication skills with the ability to clearly articulate complex policy under pressure and time limitations
- Strong research and policy writing skills with ability to produce clear, accurate and engaging briefs and submissions
- Ability to travel interstate
- Commitment to the Alliance for Animals' [vision, purpose, mission and values](#).

Desirable

We don't expect you to have all these attributes, but one or more of them would be beneficial:

- Tertiary qualifications in a related field such as politics, law, journalism, communications, or animal welfare
- An understanding of the farmed animal protection sector
- An understanding of the NSW political and agri-business environment
- Experience using existing Alliance systems and applications or their equivalents, including Mac computers, Microsoft Office 365 and Sharepoint, Google Workspace, ChatGPT and Monday.com.

Alliance for Animals team members work from home in multiple locations across Australia. To join us, you'll need a comfortable home office environment where you can participate in video conferencing and phone conversations during normal working hours. The role is predominantly working from home but there will be opportunities to work alongside other team members.

What do we offer you?

We offer a competitive salary and benefits including:

- Remote working with options for co-working, depending on location
- Laptop and essential home office accessories
- Monthly phone/data allowance
- Public holiday swap options
- Birthday leave (on your birthday or make your birthday weekend a long weekend)
- 3 days per year volunteer leave
- Gifted days off between Christmas and New Year's (discretionary)
- Professional development and training budget
- 4 days study leave (for work-approved courses)
- Negotiated flexible hours (start early, finish early; start late, finish late; school drop off, pick up etc)

How to apply

Applications must be submitted through the [Ethical Jobs application portal](#).

To apply, you will need to submit three separate documents:

- Your CV
- A one-page cover letter which explains why you want this role
- Your written response describing how you fit each of the selection criteria for this role.

Applications that do not include a response to the selection criteria will not be included for further review.

If you feel you meet most, but not all, of our key requirements, please consider applying. There are many different pathways that might lead you to being the right person for this position.

The Alliance for Animals is committed to providing a working environment of mutual respect where equal employment opportunities are available to all applicants. We actively encourage people from under-represented populations, culturally and linguistically diverse backgrounds, and others who have diverse experiences to apply for this opportunity.

For more information on our work please visit www.allianceforanimals.org.au

Any questions? Email us at connect@allianceforanimals.org.au

Applicants must have the right to work in Australia. That is, you must be an Australian citizen or permanent resident or a New Zealand citizen or hold a valid visa with permission to work on an ongoing basis.

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