

**Title**

Education Specialist

About Reground

Reground is a social enterprise delivering waste education and resource recovery services to change behaviour and shift systems. We believe waste is either a design flaw or a resource. Since 2014, we have collected and recovered coffee, chaff and soft plastics from cafés, offices, retail stores and roasteries across Melbourne and Sydney. Since 2017, we have been focused on raising the bar in the waste sector to drive genuine systems change through waste audits, education programs and advocacy. To date, we have diverted more than 2.2 million kilograms of coffee from landfill to community and home gardeners, supporting businesses and households to move closer to being waste-free.

At Reground, values are not a poster on the wall; they are how we work. We operate with integrity, excellence, transparency and curiosity and we take responsibility for outcomes. We are kind and respectful, ambitious and impact-driven. We expect people to be self-aware, coachable and willing to learn fast.

This is not a desk-only organisation. Everyone works in the field at times. You need to be ready to get your gloves dirty at a waste audit, speak with community members and jump on a coffee run when required. We are a small team and the pace can be fast, so strong time management, clear communication and genuine teamwork are essential. We support our people to thrive through professional and personal development. We expect you to bring a learner's mindset and practical curiosity about how to help change the waste system - because that is the work.

Working at Reground

This is an opportunity to create real, lasting impact as part of a progressive organisation with a strong vision and a practical, action-oriented culture. We work four days per week because we believe it supports healthier, happier and more sustainable performance. Our HQ is in Melbourne.

Reground is a high-frequency, learning organisation. We are always improving how we deliver by refining our processes, welcoming feedback and staying open to being challenged because it makes us and our services better. We move fast and execute with care, prioritise well and know the difference between what is "good enough" and what requires our all. We are intentional about protecting a culture that centres our people and the collective. You will thrive here if you take



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personal responsibility, are ambitious, are a forever learner and show up with positivity and energy for the team. We are kind and respectful and we do hard work with lightness.

About the Role

The Education Specialist supports Reground's programs and collection services by designing and delivering high-quality waste and recycling education that drives measurable behaviour change. This role develops education campaigns, creates clear and engaging resources, and supports stakeholder engagement across a range of sites and audiences to improve service performance and outcomes.

You will bring at least five years' experience in waste and recycling education (or a closely related field), with strong capability in Canva to produce professional materials and communications. This role is responsible for the development and delivery of education and engagement campaigns and materials. This may be delivered through workshops, newsletters, one-on-one sessions, presentations or other supporting materials. You will also be confident in translating program and service data into insights, writing clear client-ready reports and using analysis to continuously improve education outcomes and reduce contamination across collection services.

This is a customer-facing role, so you will be personable, confident and effective working with people. You will communicate clearly, build trust quickly and tailor education to different stakeholder groups, from residents and tenants through to site teams and corporate contacts.

Key Attributes

The ideal candidate will:

- Be a strong problem solver with a creative mind.
- Be personable, data-smart and energetic
- Possess strong business acumen and strategic thinking.
- Be a people-oriented leader who inspires collaboration.

Key Responsibilities Areas

Education and resource development

- Develop education campaigns aligned to program goals.



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- Develop, update and maintain education resources (print and digital) to support tenant, resident and stakeholder engagement.
- Ensure resources are practical, clear and consistent with Reground's standards and tone.
- Develop case studies to support business development

Education and engagement delivery support

- Support and deliver education activities, including in coordination with Account Manager and Operations Manager.
- Support Account Managers by providing expert guidance and insights to resolve complex waste management challenges with diverse stakeholders.

Reporting and data analysis

- Analyse program and engagement data to identify trends, opportunities and recommendations.
- Write clear, high-quality and engaging reports that translate findings into practical actions for clients and internal teams.
- Contribute to impact reporting by maintaining and using Reground's impact templates and data inputs.

Proposal Support

- Support proposal development by contributing education scope, methodology, resourcing inputs and supporting materials.

Templates and Quality Control

- Maintain and continuously improve core templates, including the report template, impact template, signage development template, collateral development template, and waste audit template.
- Ensure templates are current, consistent, and easy for the team to use.