

## **POSITION VACANT: Philanthropy and Fundraising Director**

**Are you ready to lead the next chapter of one of Australia's fastest-growing and most impactful environmental organisations?**

The Invasive Species Council (ISC) is at a transformative moment. Over the last five years, we have grown from a \$750,000 to a \$3 million per-year organisation. We have built a strong public profile and proven that our advocacy works. Now, we need a dynamic, creative, and ambitious Philanthropy and Fundraising Director to secure the resources that will take us to a truly national scale.

Our vision is bigger than us: we aim to catalyse shifts in government, communities, and culture to stop extinctions and protect Australia's forests and waterways. To meet the urgency of the nature crisis and support the ambitions of ISC, we need a high-achieving 'doer' who is motivated by hitting revenue targets, has the vision and experience to design our next fundraising strategy and the grit to turn this strategy into tangible, on-the-ground results.

This is a rare opportunity to be part of building a movement. With a budget already set aside for further team expansion, you will have the mandate to review our current activities, define a new three-year strategy, and recruit the talent needed to execute it.

<b>Position:</b>	<b>Philanthropy and Fundraising Director</b>
<b>Reports to:</b>	CEO
<b>Direct Reports:</b>	2 (Individual Giving & Supporter Engagement Manager + 1 new role to be defined by you)
<b>Basis:</b>	Full time (1.0FTE)
<b>Location:</b>	Remote home or shared office in Katoomba or Wollongong
<b>Duration:</b>	Permanent
<b>Salary range:</b>	Depends on skills and experience. Salary packaging, 1 week paid study or field work leave, plus three days bonus ex-gratia leave over Christmas/New Year included.

### **About the role**

The Invasive Species Council (ISC) is experiencing a period of exciting growth as our work ensures more Australians understand how invasive species impact wildlife, ecosystems and communities.

We work in a highly collaborative and nimble manner – seeking to draw on the strengths of individuals working in a fast-paced team environment. The organisation works remotely, accessing a variety of online tools to support productivity and connectivity. The way we work suits self-starters, those willing to pivot and re-prioritise at pace, and those who are truly passionate about our cause and the science behind it.

The Philanthropy and Fundraising Director is personally accountable for driving ISC's fundraising revenue and supporter growth. We are looking for a high-energy leader who can bridge the gap between big-picture strategy and daily execution. You will be an all-rounder who thrives on making the 'ask' and hitting targets across major donors, regular giving, bequests, and appeals.

This is not a 'back-office' strategy role; you will define the three-year roadmap and then lead the charge to implement it. Working closely with the CEO and Advocacy Director, you will secure the resources that allow our team to win the battles that matter for Australia's biodiversity.

## **Key Responsibilities**

### **Fundraising & Strategic Vision**

- Deliver on annual revenue targets and drive fundraising and supporter growth.
- Develop and implement a three-year fundraising strategy considering all aspects of fundraising (major/mid donors, grants, regular giving, bequests and appeals).
- Steward our established circle of committed major gift donors, trusts and foundations and proactively develop a pipeline of opportunities with new philanthropic partners and donors.
- Mentor and support the Individual Giving and Supporter Engagement Manager to deliver small donor fundraising, supporter journeys and growth, and digital engagement activities.
- Develop pitches, make and close asks directly or in conjunction with the CEO and senior staff, and plan and implement a calendar of bespoke major donor events and communications.
- Manage grant applications and reporting.
- Ensure legal compliance with fundraising and privacy legislation.
- Develop the fundraising literacy and culture of the entire organisation, helping staff identify donor opportunities and optimise supporter engagement.
- Ensure fundraising activities amplify our core strategic messages and build the social license needed for environmental change.

### **Leadership & Team Building**

- As a member of the Senior Leadership Team, actively participate in organisation-wide decision-making at the senior management level.
- Inspire and manage the Fundraising team, including recruitment, work plan development, performance management and career development.
- Lead the recruitment and onboarding of a new direct report, defining the role's scope to best complement ISC's three-year fundraising strategy and deliver on the organisation's growth goals.
- Guide and oversee a system for planning, target setting and reporting.
- Ensure collaborative and productive relationships with the Communications, Operations and Conservation teams.
- Manage the operational budget for the Fundraising team.
- Develop and prepare comprehensive performance, progress, and status reports for the CEO and Board, ensuring clarity and accuracy for high-level decision-making.

### **Other**

- Promote the work, positions and strategic directions of ISC.
- Adhere to ISC policies and procedures and ensure adherence by staff/contractors/volunteers.
- Attend staff meetings and training.
- Proactively contribute to a positive, collaborative and values-driven culture within the team.
- Practice and promote appropriate self-care at an individual, team and organisation-wide level.
- Celebrate ISC's contribution to the environment and all Australians.
- Other duties as determined by the CEO from time to time.

Some out of hours work will be required in this role.

## Selection Criteria

### *Essential*

- 6-8 years experience in philanthropy and fundraising with a proven track record of meeting or exceeding ambitious income budgets, developing and implementing organisational fundraising strategy and closing significant gifts.
- Deep understanding of multi-channel fundraising/marketing for major/mid donors, grants, regular giving, bequests and appeals.
- Demonstrated experience managing motivated and impactful teams and working effectively as a senior leader with a CEO and Board.
- Demonstrated ability to move from high-level strategy to hands-on execution in a fast-paced environment; you enjoy rolling up your sleeves to get a campaign across the line.
- Strong analytical, project management and organisational skills.
- High-level interpersonal, communication and presentation skills, including the ability to translate complex or specialist information into compelling donor propositions.
- A positive, tenacious and nimble self-starter who thrives in a geographically dispersed team and has a track record of collaborating across an organisation to achieve shared goals.
- A demonstrated flair for developing creative and dynamic fundraising campaigns, proposals and approaches to reach new audiences.
- Current Australian driver's licence.

### *Desirable*

- Experience in a not-for-profit, advocacy, political or environmental organisation.
- Understanding of invasive species, conservation or biodiversity issues.
- Familiarity with CRM systems and website development.
- Experience with bequest program development and management.

## Location

Remote home or shared office in Katoomba or Wollongong.

## Applications

Please send a resume with at least two referees and a statement explaining how you meet each of the selection criteria to [recruitment@invasives.org.au](mailto:recruitment@invasives.org.au). Applications that do not directly address each criterion will not be accepted.

Applicants must possess full working rights in Australia. A current National Police Check (NPC) will be required and a Working With Vulnerable Persons Check (WWVP) may be required.

ISC is an equal opportunity employer. Aboriginal and Torres Strait Islander people, people from culturally diverse backgrounds and people with disabilities are encouraged to apply.

**Applications close:** 11:59 pm Sunday 15 February 2026.

Applications will be reviewed continuously and interviews will be arranged as shortlisted applications are received. We strongly encourage you to apply early.

## Further information

Contact Jack Gough, CEO - [recruitment@invasives.org.au](mailto:recruitment@invasives.org.au) for specific information about the role.

## About the Invasive Species Council

The Invasive Species Council is a non-government, donor-funded organisation that seeks to tackle some of our most challenging invasive species threats and drives systemic reform to Australia's biosecurity system and environmental laws.

Invasive species have been the major cause of Australian animal extinctions since colonisation, and their threat is escalating as more invaders arrive, spread and interact with other threats. More effective prevention, eradication and control of invasive species is essential for the survival and recovery of thousands of threatened and declining species.

Our team values are:

- We are relentless in pursuing outcomes and having impact.
- We are not scared to fail and learn from the experience.
- We are collaborative, resourceful and take initiative.
- We are all responsible for a healthy team culture.
- We are connected to and speak up for nature.
- Integrity is not negotiable

You will be joining a dynamic team that advocates for nature, is committed to science, is fearless and persistent and is collaborative with first Australians.

Over recent years we:

- played a major role in the establishment of the national Office of Environmental Biosecurity.
- secured \$100 million threat of highly pathogenic avian influenza.
- secured over \$1 billion for the national red fire ant eradication program.
- secured \$25 million to eradicate yellow crazy ants from Cairns and Townsville.
- led efforts to recognise the national threat from expanding feral deer populations.
- jointly conducted ground-breaking research to identify harmful invasive insects that could establish in Australia.
- co-hosted the Australian Biosecurity Symposium since 2019.
- drove the Reclaim Kosci campaign that has seen reductions in feral horses in Kosciuszko National Park.

Our 2022-2030 Strategic Plan can be found here: <https://invasives.org.au/about-us/strategic-plan/>

More details about all our campaigns can be found on our website: <https://invasives.org.au/>