



# Position Description

## Field Organiser

REPORTING TO:	Lead Community Organiser
WORK LOCATION:	Brisbane (Turrbal and Yuggera Country)
GRADE:	4
SALARY (FTE):	\$90,845 per annum plus 12.5%
STATUS:	Permanent
HOURS:	37.5 hours per week (1.0FTE)

### WHO WE ARE

We're the Australian Conservation Foundation, Australia's national environment organisation. Since 1965, we've protected the air we breathe, the water we drink and the places we love. Driven by the power of people, we won World Heritage listing for the Great Barrier Reef and Kakadu National Park; we secured the \$10 billion national clean energy bank and we returned precious water to the rivers of the Murray-Darling.

We influence governments and businesses to protect the animals, rivers and reefs close to our hearts and hold decision-makers to account without fear or favour. Everything we do is evidence-based and helps nature and people thrive for generations to come.

We won't give up until Australia's nature is protected and regenerated.

### THE COMMUNITY ORGANISING TEAM

The Community Organising Program is part of the Campaigns Directorate. Community Organising is a key part of ACF's theory of change to create a sustainable future for generations to come. Our job is to build an unstoppable people powered movement that can help change the story on what's possible and fix the underpinning systems that are locking us into environmental degradation.

Our day-to-day work includes recruiting, supporting and training volunteer leaders to be effective advocates for change, empowering sustainable and powerful community groups to take collective action and working closely with our Campaigners to ensure our active community are running co-ordinated, impactful campaigns to protect nature, stop fossil fuel developments and transform to a renewable economy.



**AUSTRALIAN  
CONSERVATION  
FOUNDATION**

**Nature  
needs us,  
now**

## THE ROLE

The Field Organiser is an outward facing role that supports ACF Community Groups and supporters to deliver high impact local strategies and tactics that win national campaigns. The role focuses on developing ACF Community leaders to deliver ground lead tactics in the field through coaching, training and co-delivery.

## KEY COLLABORATIONS

This role works closely with the ACF Community group leaders and members, the Community Organising team the Campaigns and Mobilisation team to engage volunteers in campaign activities to wield our people powered movement for nature.

## RESPONSIBILITIES

The Field Organiser will be responsible for coordinating and delivering campaign tactic delivery for ACF's Organising Program in target locations.

- Identify and nurture Community Group Leaders and members to develop the core skills needed to deliver on ground tactics
- Promote and run impactful events that identify new leaders and supporters in target locations
- Track the data that helps to measure our impact.
- Observe the safe working practices and as far as you are able, protect your own and others' health and safety
- Other duties as requested by your manager

## KEY SELECTION CRITERIA

1. Excellent communication skills on the phone and in person
2. Excellent ICT skills with the ability to use digital tools to run impactful events and tactics.
3. Experience inspiring, supporting, training, empowering and involving supporters, members and/or volunteers in community campaigns.
4. Experience in organising and/or mobilising community power.
5. Desirable experience in organising and mobilising community power
6. Demonstrated ability to cooperate and work well with others, showing flexibility, excellent people and relationship building skills, and the ability to adapt to the different working styles of others.
7. Excellent written and oral communication skills, and a willingness to get 'out and about' and engage with people with the ability to build meaningful relationships with people from a wide variety of backgrounds.
8. A willingness and desire to connect with communities and inspire them to get active in our campaigns.
9. Ability to travel and work reasonable additional hours on evenings and weekends (compensated through time off in lieu).
10. A driver's license is required to fulfill the inherent requirements of this role.



# How we walk the talk

	We go big!	We're for fair	Everything we do is evidence-based	Team first	We shake things up but we never give up
Value	<p><i>We advocate for big, bold change because that is the only way to deliver the scale and speed of the change we need.</i></p>	<p><i>We welcome anyone from Australia's diverse community to join us to create fair outcomes for nature and all people.</i></p>	<p><i>We use the available evidence and our judgement to take decisive action.</i></p>	<p><i>Together everyone achieves more. That's why we bring people together to have the biggest possible impact for nature.</i></p>	<p><i>We never stray from our big goals but we try new things to achieve them because the clock is ticking on nature.</i></p>
Your role	<ul style="list-style-type: none"> <li>• Ask the question, how does this align with our strategy?</li> <li>• Be bold - think outside the box.</li> <li>• Take leave so you can stay energised!</li> </ul>	<ul style="list-style-type: none"> <li>• Be kind, treat others with respect.</li> <li>• Find and listen to perspectives that are different to your own.</li> <li>• Create inclusive spaces.</li> <li>• If you see something that is unfair, speak up.</li> </ul>	<ul style="list-style-type: none"> <li>• Use evidence to inform your work.</li> <li>• Seek out and respect the expertise of others.</li> <li>• Recognise when you have enough information to make the decision and back your judgement.</li> </ul>	<ul style="list-style-type: none"> <li>• Don't be afraid to ask for help.</li> <li>• Have fun and make space for others to do the same.</li> <li>• Take responsibility for ACF's success.</li> </ul>	<ul style="list-style-type: none"> <li>• Share wins, losses and learnings.</li> <li>• When you have an idea, speak up!</li> <li>• Celebrate progress.</li> </ul>
Your manager's role	<ul style="list-style-type: none"> <li>• Work with you to establish measures for your work.</li> <li>• Encourage you to be ambitious.</li> </ul>	<ul style="list-style-type: none"> <li>• Provide fair and equal opportunities based on your needs and the needs of ACF.</li> <li>• Support you to resolve issues, in line with ACF's policies.</li> <li>• Hold you accountable to ACF values.</li> </ul>	<ul style="list-style-type: none"> <li>• Challenge you to back your decisions with evidence.</li> <li>• Work with you to evaluate and refine your approach for next time.</li> </ul>	<ul style="list-style-type: none"> <li>• Value the unique expertise of different team members</li> <li>• Create time for teams to come together.</li> <li>• Empower you to do your job.</li> <li>• Foster effective collaboration across ACF.</li> </ul>	<ul style="list-style-type: none"> <li>• Support you to try new approaches to your work.</li> <li>• Work with you to identify the skills you need to build.</li> <li>• Discuss your career aspirations and provide guidance to help you get there.</li> </ul>
ACF's role	<ul style="list-style-type: none"> <li>• Be ambitious in setting organisational goals.</li> <li>• Evaluate our work and measure our progress.</li> </ul>	<ul style="list-style-type: none"> <li>• Maintain a space where everyone feels they belong.</li> <li>• Take people's ideas, worries, and needs seriously.</li> <li>• Have fair and well communicated policies.</li> </ul>	<ul style="list-style-type: none"> <li>• Develop and maintain evidence-based policy positions.</li> </ul>	<ul style="list-style-type: none"> <li>• Prioritise time together to build relationships.</li> <li>• Trust our people.</li> <li>• Monitor, measure and seek to improve the staff experience.</li> </ul>	<ul style="list-style-type: none"> <li>• Provide a space for staff to try, fail, succeed and learn.</li> <li>• Encourage and resource innovation.</li> </ul>

