

Grata Fund

Hiring – Senior Campaigner & Community Organiser Full Time (14 Month Parental Leave Cover)

Grata Fund is seeking a full-time Senior Campaigner & Community Organiser. You will work under the supervision of the Director of Campaigns and Communication, and alongside communities to implement the vision and strategy of the Australian Climate Case. This position is based at UNSW, Sydney with remote work options available. You will be a part of the campaigns and communications unit, a collaborative and supportive team responsible for developing and implementing power shifting campaigns that maximise the impact of strategic litigation to progress climate justice, human rights and democracy in Australia.

Grata is currently piloting a 4 day work week until May 2026 with great promise to make this permanent. This means you will likely start on 4 days per week at 100% pay.

Overview

This role will largely involve advanced community organising work with a focus on supporting Uncle Pabai Pabai, Uncle Paul Kabai and their communities in Boigu, Saibai and Badu with their [Australian Climate Case](#) and their ongoing work to campaign for climate justice in Zenadth Kes (The Torres Strait). Your campaign work will be focused on implementing a national public campaign around landmark climate litigation led by communities impacted by climate change and in partnership with civil society organisations. This will involve but is not limited to:

- Travel to remote islands in Zenadth Kes (at least twice a year);
- Developing and maintaining strong relationships with First Nations Elders, leaders and community members;
- Working collaboratively with community and sector partners to co-design and implement projects and campaigns to push for stronger climate action;
- Supporting emerging leaders to take advantage of external development and advocacy opportunities;
- Managing project budgets and timelines.

Your role will primarily focus on the Australian Climate Case and other climate justice litigation campaigns. At times, it may involve supportive campaigns and organising work across Grata's multiple focus areas and projects in human rights and democracy.

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Your key responsibilities are:

- **Community Organising:** Support First Nations Elders, leaders and impacted communities to organise around litigation to advance rights and ensure people are supported to push for climate justice, in line with principles of self-determination, outside the court after legal processes finish.
- **Project Management:** Develop project plans for campaign activities, complex travel logistics to the Torres Strait, manage timelines and budgets and work with teams of community organisers on the ground to co-design and lead such campaign activities and events;
- **Relationship development:** Build and maintain strong, open and trusting relationships with First Nations Elders, leaders and community members, civil society and aligned movements on partnered campaigns. Operate in line with principles of self-determination, free, prior and informed consent, openness, respect and collaboration.
- **Campaign development and implementation:** Work collaboratively with the Director of Campaigns and Communication, Grata team, First Nations cultural advisors, affected people and communities and partners to develop and implement effective campaign strategies to create sustainable social change by leveraging court processes.

With the support of the Campaigns team, your role could also involve:

- **Media relations:** Working with the Grata team and affected people and partners to craft and pitch media and other public stories to national and international audiences to raise public understanding of affected people's experiences, influence and shift narratives and put pressure on decision-makers to make positive change;
- **Digital campaigning:** Work with the Director of Campaigns and Communication, and members of the campaigns team on digital campaigning strategies to engage broader groups of people in our campaigns and build Grata's profile and the power in supporter base.
- **Digital fundraising:** Working with the Director of Campaigns and Communication and Head of Philanthropy, on the development and implementation of digital organising and fundraising strategies using social media, email and websites;
- **Advocacy:** Supporting the Grata team and affected people to engage in advocacy and general law reform;

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- Other work as reasonably directed.

Essential Skills

- At least 3 years of experience in community organising with First Nations communities about the issues that affect them, and a track record of practising principles of self-determination;
- Demonstrated or lived experience working closely and collaboratively with First Nations communities;
- Experience leading community and grassroots programs or campaigns;
- The ability to work independently, meet deadlines, and exercise good judgement and intuition under pressure;
- High level of emotional intelligence and proven ability to build and manage strong relationships with stakeholders, allies, community groups and supporters;
- An understanding of the key climate justice issues facing Australia and First Nations communities.

Desirable (but not essential) Skills

- Experience in planning and executing effective campaign strategies, tactics and projects;
- Ability to design and deliver effective communications strategies and develop compelling public narratives – to engage media, supporters and decision makers;
- Strong digital campaigning and content production skills;
- Media relations experience.

Grata Fund is fully committed to diversity and inclusion. Applications are strongly encouraged from First Nations people, people living with disabilities, people who identify as LGBTIQ+; and those from culturally and linguistically diverse backgrounds.

Salary: \$110,000 – \$112,000, plus super, 6 weeks leave per annum and salary packaging options available with up to \$15,900 and \$2,650 for meal and entertainment.

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We are growing into a regenerative workplace model. We are parent-friendly, with flexible work arrangements which is actively encouraged by senior leadership. We are currently piloting a 4 day work week until May 2026 with great promise to make this permanent at Grata. This means you could start on 4 days per week at 100% pay.

About Grata Fund

Grata Fund is collaboratively tackling systemic injustices and creating lasting change with communities by removing barriers to justice and using nation-shaping legal and campaigning strategies to shift power inside and outside the court.

We work at the intersections of democracy, climate justice and human rights, and have supported communities and their litigation teams to bring over 60 groundbreaking cases since 2017. We are proud supporters of Uncle Pabai and Uncle Paul's Australian Climate Case.

We are a parent-friendly workplace, with flexible work arrangements not just available but actively modelled by senior leadership. We are based at the UNSW Law Centre Precinct in Sydney, with hybrid home/office options.

Our values

- Kindness: To work collaboratively, provide meaningful feedback with curiosity and compassion, and centre affected people and communities in all work.
- Impact: To be bold and strategic in pursuit of systemic change.
- Growth Mindset: To embrace learning, reflection and improvement.
- Results: To deliver outcomes that create lasting change.
- Joy: To build a supportive and sustainable workplace.