



Lead Organiser 2026 Position Description

Our Purpose

The [Queensland Community Alliance](#) brings together faith groups, unions, community organisations and ethnic associations to work for the common good through community organising.

Community organising is democracy in action: winning victories that change lives, transform communities, develop leadership and strengthen civil society.

The health and success of our Alliance is built across our five pillars:



Position Purpose

To provide leadership which furthers the vision of Queensland Community Alliance and ensures its effective operations.

The Lead Organiser is responsible for organising leaders of member organisations to build a healthy Alliance across the 5 Pillars of Success outlined above.

Position Overview

Position title: Lead Organiser.

Location: Primary office location at South Brisbane, operating across Queensland.

Supervises: All Queensland Community Alliance staff.



Reporting and Governance:

- The Lead Organiser is appointed by and reports directly to the Board of the Alliance, particularly on areas concerning Finances, Human Resources and Employment, Legal, Governance and Risk Management.
- The Lead Organiser reports to and works with the Leaders Council of the Alliance on organising activities such as listening campaigns, research-action, assemblies as well as issue focus and geographic areas and how the Alliance relates to decision makers in the public arena.
- For reference the [Roles of the Board and Leaders Council are outlined here](#)

Pay scale:

A suitable contract and salary package will be negotiated for the successful candidate commensurate with experience. Based on a range of \$125,000-140,000.

Hours: Full-time - 38 hours/week. Including regular evening and weekend work.

Key Roles

The Lead Organiser has 8 key role areas:

- Initiate and successfully complete community organising cycles.
- Lead the development of a culture of community organising.
- Alliance Growth.
- Leadership and supervision.
- Financial sustainability of the Alliance.
- Communication.
- Support the Board of the QCA to meet all of their governance responsibilities.
- Developing the craft and living the vocation of community organising.

These key roles are outlined in detail below.

Initiate and successfully complete community organising cycles

The Lead Organiser works with staff and leaders from Alliance partner organisations to form teams and complete community organising cycles that achieve results, through:

- Listening processes, gathering stories of pressures.
- Discernment and Research Action
- Political engagement
- Assemblies and other public actions.
- Training and evaluation.

A key role of the Lead Organiser is to ensure that the Alliance successfully achieves real results through this process that are measurable, tangible and owned by Alliance members, leaders and participants.

Lead the development of a culture of community organising

The Lead Organiser is responsible for modelling and building a strong culture of community organising inside each member organisation and between our organisations, focusing on leadership development and relationship building, reflection and action.



The Lead Organiser must encourage and sustain a culture of holding to the Iron Rule: “never do for others what they can do for themselves.”

The Lead Organiser should facilitate strategic discussions among Alliance partner organisations around shared interests and how to take action together, as well as working with leadership of member organisations to embed relational organising into their organisational practice.

They will ensure the implementation of an effective program of community organising training which underpins this culture through structured and unstructured opportunities.

Structured opportunities include:

- Foundations of Community Organising Training (2 day training course).
- National Intensive Community Organising Training (5 or 6 day course).

Unstructured opportunities include one-to-one relational meetings, team work, reflection on each part of the organising cycle, and supporting catalytic opportunities inside and between Alliance member organisations.

Financial sustainability of the Alliance.

The Lead Organiser works with the Board and Leaders Council to ensure the financial viability and sustainability of the Alliance.

The Alliance believes that democratic power derives from either organised people or organised money. While we focus on organising our people, we also seek to learn and develop our skills to organise money as a core aspect of bringing our values to life. We commit to do this in ways that reflect “relational power” or “power-with”. This approach is outlined further in our [Membership Fees Policy](#).

The Lead Organiser is responsible for both fostering this culture and for implementing it effectively in the Alliance’s own financial management.

Alliance Growth

The Queensland Community Alliance uses the concept from community organising practice of “Standing for the Whole.” To achieve this the Alliance needs to grow its presence across regional Queensland, grow in diversity of member organisations, and grow the depth of involvement inside member organisations.

The Lead Organiser works with Alliance member organisations to grow the Alliance by:

- Deepening engagement of member organisations.
- Recruiting and retaining new organisations.
- Developing the Alliance in regional areas of Queensland.

The Lead Organiser must work with leaders in diverse regions of Queensland, respecting their local reality and identity, whilst building a coherent whole.

The Lead Organiser must ensure that this growth is developed at a strategic and sustainable pace, balancing the competing needs of Alliance health.



Leadership and Supervision

The Lead Organiser is responsible for the supervision and development of all Alliance staff.

The Lead Organiser is a key leader in the practice of Broad-Based Community Organising. As such the Lead Organiser will mentor, challenge and train staff and leaders of the Alliance in this practice.

This includes intellectual leadership in adapting the practice to the Australian context, and connecting the craft of organising to the practices and frameworks of diverse member organisations.

The Lead Organiser is also responsible for the development of and performance monitoring of all Alliance staff.

Communication

The Lead Organiser is a bridge between the internal work of the Alliance and the wider public. They are a story-teller responsible for effectively sharing the story of the Alliance to a wider audience.

This includes communicating with key decision-makers in politics, business, and the public service. This is achieved both through relationships and public communications.

They are a key possible spokesperson for the Queensland Community Alliance and are responsible for working with Alliance leaders to ensure effective representation of the Alliance in public activities.

The Lead Organiser also ensures effective communication within the Alliance, including regular updates to member organisations and other partners.

Support the Board of the Alliance to meet all of their governance responsibilities.

The Lead Organiser supports the Board to meet their governance responsibilities.

This includes:

- Fulfilling the role of Company Secretary
- Maintaining and updating the compliance register on behalf of the Board, ensuring all obligations are recorded, tracked, and reported for Board approval.
- Ensuring the preparation of accurate financial reports in a timely manner.
- Conducting annual budget planning and ongoing budget management.
- Provide timely, accurate and complete reports to Board on Alliance activities.

Developing the craft and living the vocation of Community Organising.

The Lead Organiser will have a deep commitment to the vocation of community organising.

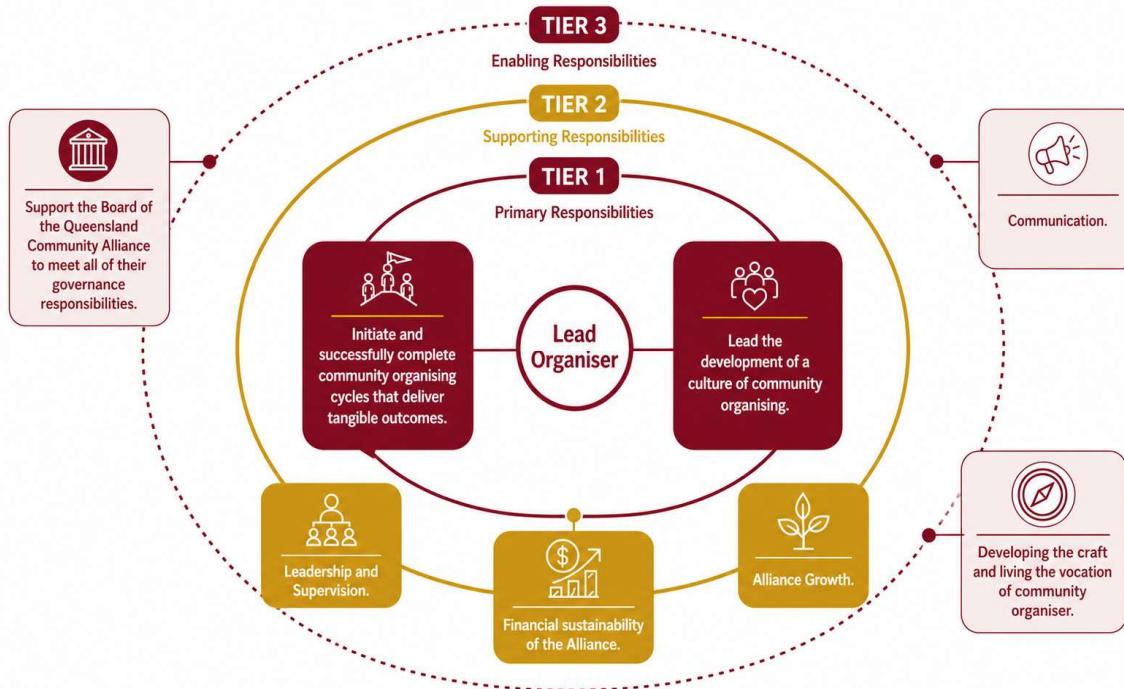
The Lead Organiser will also be responsible for reflecting on their sense of mission and vision for their own public life.

They will work with fellow organisers in Australia and across the Industrial Areas Foundation network to develop, deepen and evolve the craft of broad-based community organising to the context of Queensland and Australia.

Role Prioritisation

The nature of the Lead Organiser role requires effective prioritisation, in a context where the balance between priorities will shift over time.

Strategic priorities are determined by the Lead Organiser together with the Board and Leaders Council. The priority tiers below are provided as a guide, with the intention to remove the assumption that all responsibilities carry equal weight and urgency.



Experience Required

The successful candidate will have experience of community organising as a leader or an organiser.

They will have at least 3 years experience working to build participation and membership within and across civil society organisations (community organisations, religious groups and trade unions).

Candidates **must** have a current drivers licence.

Expression of Interest

To submit an Expression of Interest please provide:

1. **A CV or Resume.**
2. An **Expression of Interest Letter** that addresses how you would approach the role of Lead Organiser and why you are suitable. You should respond to the Position Description, especially the Position Purpose, Key Roles and Role Prioritisation sections.

Please note you are not expected to address every role area individually. What we want is to for you to demonstrate your vision for the future or Queensland Community Alliance and your ability to get us there.