



Senior Environmental Projects Lead

*Small NFP | Environmental impact | Full time (with option for 0.8 FTE for the right candidate)
| 24-month fixed term (with intent to extend)*

The Role

We're a small not-for-profit with a big mission: connecting people, place and nature for a thriving environment and community.

Our work is grounded in science, but impact only happens when science is applied, communicated, and delivered through strong projects. That's where you come in.

This role works closely with, and reports to, our Operations & Projects Manager, partnering to ensure our projects are delivered with scientific integrity, discipline and depth.

You'll bring a combination of project management expertise, scientific thinking, conservation and ecological knowledge, and practical delivery capability, helping ensure that our work is not just well-designed, but well-executed and impactful.

You'll work across the team to ensure our projects are:

- Scientifically robust
- Well-managed and strategically aligned
- Delivering real, measurable impact for the region

What you'll do

Deliver projects with real impact for environment and communities

Own key projects across our portfolio, from early concept through to delivery and reporting- ensuring they are grounded in strong evidence and deliver meaningful environmental outcomes.

Bring rigour to project management

Plan and manage projects rigorously, including budgets, timelines, risk, procurement and reporting- ensuring delivery on time and on budget.

Apply science to real-world challenges

Work closely with staff and partners to interpret scientific research and apply it in practical ways, translating complex science into actionable programs, policy insights and on-ground outcomes.

Use modern tools and technologies to enhance delivery

Embed contemporary tools and systems (e.g. project management platforms, data systems, emerging technologies) to improve coordination, transparency, and impact measurement across projects.



Strengthen evidence and impact measurement

Develop frameworks to track and demonstrate outcomes to ensure our work is credible, measurable, and communicates value to funders and stakeholders.

Work collaboratively to amplify outcomes

Build and maintain strong relationships with our key stakeholders with research institutions, government, Bunurong Land Council and Traditional Owners, funders, Landcare groups, community and delivery partners to extend the reach and impact of projects.

Support funding and growth

Contribute to identifying funding opportunities and developing proposals that align science, strategy and delivery.

About you

We're less interested in job titles and more in what you bring.

You might have been a project manager in environment or government, a scientist who has moved into delivery, or someone who has naturally sat between research and implementation.

Key Selection Criteria

- Highly effective project management - you love organising, prioritising and delivering
- Experience working with scientific or technical information, and applying it in practical ways
- Can translate complex ideas into clear actions and outcomes for different audiences
- Are comfortable using systems, data and modern tools to improve how work gets done
- Strong stakeholder engagement skills and ability to build strong and maintain trusted relationships with stakeholders at all levels
- Are pragmatic, proactive and able to manage multiple priorities in a small, dynamic team

Why this role matters

This role sits at the intersection of science, strategy and delivery.

You'll play a key role in ensuring that:

- Our science is not just produced but applied effectively.
- Our projects are not just delivered, but delivered well, on time and on budget.
- Our work is not just meaningful, but measurable and scalable.



Essential requirements

- Tertiary qualifications in a relevant discipline or equivalent, significant on-ground expertise in managing projects grounded in science and conservation.
- Significant post-qualification experience in relevant organisations (or demonstrable equivalent).
- Current Working with Children Check (VIC), or ability to obtain, and willingness to undergo police checks if required.
- Must have the right to work in Australia.

Why join us?

- Champion exceptional results: own projects; strategy execution; funding development.
- Have an impact at landscape scale for the Biosphere.
- Work with a small and talented team.
- 24-month fixed term contract with strong intent to extend.
- Salary \$100,000-120,000 FTE (pro-rata for 0.8 or 0.9 FTE).
- Benefits include flexibility, additional leave between Christmas and New Year, and salary packaging.

Sound like you?

Send us a cover letter about why you'd be great in this role, how you fit the key selection criteria and what you can bring to our organisation, plus your CV. Don't stress about polished corporate jargon — just tell us how you've embedded science into deliverable projects, managed stakeholders, and collaborated with teams before, and why you'd like to do it here.