

Natural Assets on Farm Coordinator

Overview

0.8-1.0 FTE. Salary \$75,000 - \$85,000 per annum + superannuation.

Position summary:

The Natural Assets on Farms Coordinator will play a pivotal role in implementing Biolinks Alliance's Future Drought Fund: Resilient Landscapes Project, which aims to enhance on-farm drought and climate resilience through building natural assets and scaling up adoption of nature-based solutions. Working with farmers, local networks, Traditional Owners, partner organisations and project ecologists, the Coordinator will support the design, delivery, and extension of demonstration farm projects, while building strong regional engagement and knowledge-sharing networks across central Victoria.

Key responsibilities:

Implementation of demonstration farm projects

- Contribute to the development of whole farm plans integrating production and natural asset enhancement
- Support farmers to implement whole-farm natural asset improvement strategies, integrating sustainable agriculture and biodiversity outcomes.
- Coordinate on-ground works at demonstration farms, including fencing, revegetation, waterway restoration, dam rehabilitation, shelterbelts, and adaptive grazing practices.
- Oversee baseline assessments and monitoring, working closely with ecologist, landholders and Landcare Network Facilitators to ensure data is collected according to project standards.
- Assist with the monitoring and administration of allocated project budgets, including tracking expenditure, processing invoices, and maintaining accurate financial records, while supporting the Program Manager in overall budget management.

Stakeholder engagement and management

- Build and maintain strong relationships with farmers, Landcare networks, local governments, CMAs, and partner organisations.
- Act as a key liaison between demonstration farmers, the Biolinks Alliance team, and project partners.
- Support engagement with Traditional Owners and ensure respect for cultural knowledge and values in farm planning and delivery.
- Contribute to project reporting, MEL (Monitoring, Evaluation, Learning), and communications by providing case studies, data, and farmer stories.

Local network building and planning

- Facilitate farmer-to-farmer learning and peer-to-peer networks within and across the two focal regions (Heathcote and Birchip).
- Support co-design of local climate adaptation and natural asset visions, goals and action plans with landholders and networks.
- Strengthen connections between demonstration farms and regional organisations to maximise knowledge transfer and practice change.
- Help link farmers to opportunities in biodiversity and carbon markets, philanthropic funding, and resilience programs.

Knowledge extension

- Contribute to the design and delivery of field days, farm walks, symposia, and specialist workshops on demonstration sites.
- Develop practical knowledge resources (e.g. case studies, fact sheets, videos) in collaboration with the Communications Officer.

- Support the establishment of an online knowledge hub to share project learnings with wider audiences.
- Actively promote adoption of drought-resilient and biodiversity-friendly farming practices through demonstration and extension.

Key Attributes required:

- Collaborative and team-oriented, able to work effectively with a small cross-functional team.
- Flexible and adaptable, with the ability to take on new challenges and support wider organisational needs when required.
- Ability to self direct and manage competing priorities
- Practical, solutions-focused, and committed to delivering high-quality outcomes for farmers and landscapes.
- Passionate about sustainable agriculture, biodiversity, and climate resilience.

Competencies and experience required:

Essential

- Demonstrated experience in coordinating on-farm or ecological restoration projects, preferably involving both agricultural and environmental outcomes.
- Strong stakeholder engagement skills, with experience working with farmers, community networks, and partner organisations.
- Practical knowledge of sustainable farming practices, biodiversity management, and natural capital approaches.
- Excellent organisational skills
- Ability to facilitate workshops, field days, or extension events that build farmer knowledge and networks.
- Strong written and verbal communication skills.
- Willingness to travel regularly within Victoria and occasionally interstate.

Desirable

- Experience in biodiversity/carbon market development or farm planning advisory.
- Familiarity with Monitoring, Evaluation, and Learning (MEL) frameworks.
- Understanding of Traditional Owner engagement principles and Indigenous knowledge systems.
- Skills in GIS, farm planning tools, or ecological monitoring.

Preferred Qualifications required:

Tertiary qualifications in agriculture, natural resource management, ecology, or a related field, or equivalent industry experience.

Working conditions:

Biolinks Alliance offers a flexible working arrangement, with all current staff adopting a hybrid model, depending on their personal circumstances.

Position start date:

The role will commence from September 2026.

About Biolinks Alliance

Biolinks Alliance is the only organisation in Victoria dedicated to inclusive, large-scale conservation – fostering coalitions that align and coordinate efforts, and bringing in the planning and know-how to ensure we work smartly and succeed. We have identified a unique role as a partnership and capacity-building organisation that supports, coordinates and amplifies the significant momentum for community-driven conservation across public and private land in central Victoria. Our 19 member Landcare and conservation management networks extend from the Grampians to the Victorian Alps and from the Macedon Ranges to the Murray River. Grounded in values of ecological integrity,

inclusivity, collaboration and evidence-based innovation, we build strong partnerships with Traditional Owners, landholders, communities, government and research institutions to catalyse and align efforts for large landscape repair.