

Landcare and WaterWatch Facilitators (several positions)

Location: Canberra, ACT

Reports To: Landcare Operations Manager

Employment Type: 0.6-1 FTE, based on a standard full-time week of 34 hours (68 hours per fortnight), including occasional work outside standard business hours.

Remuneration: \$80,000 – \$105,000 (1FTE, incl Super) negotiable

Contract Period: Permanent

Note – *Several positions are being recruited: we welcome applicants with strengths across one or more of Landcare, volunteer facilitation, environmental education, citizen science and WaterWatch. Individual positions may have a greater focus on particular program areas.*

Landcare ACT brings people together to care for the landscapes of the ACT. We are a member-based, not-for-profit organisation that supports and promotes community participation in the sustainable management of land, water, and biodiversity, helping people build meaningful connections with nature and each other.

We represent and support our members, community groups, volunteers, landholders, and local organisations who care for rural lands, urban green spaces, nature reserves, and waterways. Working alongside Traditional Custodians, government agencies, and other partners, we foster collaboration, environmental stewardship, and community action to create healthy, resilient landscapes for current and future generations.

Landcare ACT is the peak body for Landcare in the ACT Region and part of the National Landcare Network. Our work is guided by our [Constitution](#) and [Strategic Plan](#).

We are an equal opportunity employer and seek candidates of all backgrounds and experiences. We have flexible family-friendly employment conditions, including Flextime and Time Off In Lieu opportunities.

The **Landcare and WaterWatch Facilitators** will:

- provide support to community landcarers, volunteers, volunteer groups and support Citizen Science and Research activities (including WaterWatch) consistent with our Member Service Charter.
- provide support services to volunteers and volunteer groups for both the Community Stewardship and Environmental Education Program and the Upper Murrumbidgee WaterWatch Program.
- work with stakeholders, volunteers, and other staff to ensure volunteer retention and satisfaction for volunteers we support directly and through our subcontractors.

The positions will be responsive to volunteering issues, having excellent communication and interpersonal skills, and highly organised in managing volunteers and data collected. They will be integral to supporting the community in delivering environmental community outcomes from Landcare.

Key Responsibilities:

1. Volunteer Management and coordination

- Provide support for community landcarers as per the Member Services Charter: act as the central liaison point for volunteers, providing timely information and guidance to encourage participation, and providing support services to volunteers and volunteer groups.
- Support member and volunteer engagement, including supporting onboarding of new members and volunteers, maintaining accurate databases, supporting membership renewals, and maintaining ongoing communication through various channels.
- Support increase in volunteer numbers, engagement, satisfaction, and retention.
- Increase diversity amongst volunteers to ensure a range of communities are welcomed and engaged.
- Assist the widespread and consistent use of Activity Plans to assist management, monitoring, insurance coverage, and impact assessment.

2. WaterWatch, Citizen Science Support

- Manage and support components of the WaterWatch program and other citizen science projects so that all necessary data is collected, logged, curated, and verified.
- Effectively undertake, monitor and support data collection to maintain accurate records and data management systems, including documenting activities, contacts, meetings, and ensuring quality assurance and validation of water quality data.
- Use Better Impact to communicate and support volunteer engagement.
- Ensure safety of all volunteers, through induction, training, and implementation of Standard Operating Procedures (SOPs).

3. Environmental education and community engagement

- Work with schools, community organisations, landholders, and the broader public to improve understanding of landcare, waterways and catchment health.

4. Monitoring and Reporting

- Assist monitoring and reporting of program and project activities.

5. Other

- Other duties as required.

Selection Criteria

1. Community and volunteer engagement

Demonstrated experience working effectively with volunteers, community groups, schools, and diverse stakeholders. This includes the ability to build positive relationships, talk to groups in and about nature, encourage participation and support volunteer engagement, satisfaction, and retention.

2. Environmental, Landcare or citizen science knowledge and experience

Relevant knowledge and/or practical experience in Landcare, natural resource management, environmental science, catchment or waterway management, citizen science, environmental monitoring, or a related field.

3. Volunteer coordination and support

Demonstrated ability to coordinate and support volunteers and volunteer activities, including recruitment and onboarding, communication, training, activity planning and creating safe, inclusive, and rewarding volunteering experiences.

4. Data collection and management

Demonstrated ability to collect, manage, and maintain accurate project, environmental and/or volunteer data, with strong attention to detail and an understanding of the importance of data quality, validation, and consistent monitoring methods.

5. Communication, facilitation and environmental education

Excellent written and verbal communication and interpersonal skills, with the ability to communicate environmental information effectively and facilitate activities with a range of audiences including volunteers, community groups, schools, landholders, and partner organisations.

6. Organisation and delivery

Demonstrated ability to organise and prioritise multiple activities, work independently and collaboratively, meet deadlines, and respond constructively to emerging volunteer, community, and project needs.

7. Safety and risk management

Demonstrated commitment to safe work and volunteering practices, including the ability to implement inductions, training, standard operating procedures and appropriate risk-management processes for community and field-based activities.

Other considerations

- Qualifications in environmental science, natural resource management, ecology, community development, environmental education or another relevant discipline, and/or equivalent relevant experience.
- Experience with WaterWatch, water-quality monitoring, catchment health assessment, or other environmental citizen-science programs.
- Experience using volunteer-management systems such as Better Impact, databases, or similar information-management platforms.

- Experience working with community Landcare, ParkCare, urban open-space, catchment, or other environmental volunteer groups.
- Experience engaging communities that have traditionally been under-represented in environmental volunteering.
- Experience in monitoring, evaluation, and reporting on environmental and/or community programs.

We are an equal opportunity employer committed to fostering a diverse, inclusive and culturally safe workplace. We strongly encourage applications from Aboriginal and Torres Strait Islander peoples, LGBTQIA+ individuals, people with disability, neurodivergent people, and people from culturally and linguistically diverse backgrounds. Reasonable adjustments are available throughout the recruitment process to support applicants with disability or other access requirements. Please let us know how we can support your participation.

For more information about Landcare ACT, our current programs and this role, please contact Dr Michael Robinson, CEO:

- M: 0419992914
- E: Michael.Robinson@landcareact.org.au

To apply, please:

- outline your suitability for the roles considering the Position Description (letter format, maximum 2 pages) with a brief and relevant CV.
- indicate your preferred working hours per fortnight.

Applications should be emailed to Michael.Robinson@landcareact.org.au by **9.00am Monday 19 October 2026**.