

Position description

POSITION TITLE	Government and Investment Partnerships Lead
ROLE GRADE	Grade E
LOCATION	Flexible
DATE REVIEWED	September 2026
POSITION BASIS	Full time, 2-year fixed term contract

Introduction

[Bush Heritage Australia](#) is a leading conservation organisation dedicated to protecting ecosystems and wildlife across Australia. By [2030](#), Bush Heritage Australia aims to protect, restore, and regenerate 30 million hectares of land, double its direct land management and enhance biodiversity while deepening [Aboriginal partnerships](#). We work alongside farmers and private landholders to [boost biodiversity on agricultural lands](#).

Bush Heritage Australia is supported by a [Senior Leadership Team and a Board](#), with Aboriginal and Torres Strait Islander representation. Our success relies on committed staff, volunteers, and supporters, while honouring Traditional Custodians and their enduring connection to the land. Our [values](#) guide our actions and shape the positive impact we make.

Position summary

The Government and Investment Partnerships Lead is a newly established role responsible for identifying, developing and enabling high-impact partnerships that unlock new investment opportunities and significantly accelerate Bush Heritage Australia's conservation mission. The role will help lead the scoping and development of transformative initiatives including eco-tourism opportunities, government co-investment partnerships, election commitments, large-scale conservation proposals and nationally significant programs.

Reporting to and working with the Executive Manager, Government Engagement, the role will leverage Bush Heritage's government relationships and engagement capability to maximise opportunities for public investment and policy alignment, while operating across the organization.

This role excludes corporate partnerships and grants development and works closely with the Corporate Partnerships Manager and Grants Lead. The role will work closely with members of the Senior Leadership Team and may, depending on the opportunity, operate with a project-based reporting relationship with another SLT member. This flexibility is intentional: the role is designed to

bring focused strategic capacity to the opportunities with the greatest potential to advance Bush Heritage's ambition to deepen and double its impact.

Key responsibilities

Primary responsibilities:

Identify and develop transformational partnership opportunities

- Identify, assess and progress transformational partnership opportunities capable of generating significant new revenue and conservation outcomes.
- Develop investment-ready proposals that attract multi-million-dollar support from government and other potential partners.
- As part of the Government Engagement team, establish and maintain high-level relationships with key government and relevant industry stakeholders, conservation organisations, and Traditional Owner groups.

Progress ecotourism as a transformational revenue opportunity

- Lead the scoping and business development of at least one eco-tourism and nature-based visitor experience pilot to test the potential revenue-generating and conservation merit of values-aligned tourism partnerships.
- Identify opportunities for government co-investment and private sector participation in eco-tourism initiatives.
- Assess commercial viability, conservation outcomes, stakeholder requirements and partnership models.
- Develop business cases and recommendations for SLT decision-making.

Unlock government investment and strategic opportunities

- Work closely with the Executive Manager, Government Engagement to identify and pursue opportunities for government investment that align with Bush Heritage's strategic priorities.
- Develop and position proposals for government co-funding, election commitments, major policy initiatives and other public investment opportunities.
- Leverage existing government relationships and developing new relationships where required to progress high-value opportunities.
- Anticipate and respond to government priorities, funding programs, policy windows and political cycles.
- Help position Bush Heritage to influence and contribute to future government commitments and announcements that can materially advance conservation impact.
- Support succession planning and capability transfer for key government relationships and engagement opportunities, ensuring institutional knowledge and strategic relationships are not concentrated in a small number of individuals.

Opportunity Capture and Rapid Response

- Provide agile organisational capacity to identify and respond to emerging opportunities with high return on effort.

- Coordinate business development responses to strategic requests and opportunities such as government funding initiatives, emergency conservation proposals and large-scale partnership approaches.
- Lead internal coordination to ensure high-quality and timely submissions.

Internal Collaboration and Capability Building

- Work collaboratively across Conservation Operations, Science and Conservation, Engagement, Corporate Services, and Senior Leadership Team.
- Support organisational planning processes by identifying future funding and partnership opportunities.
- Contribute to succession planning and capability development within government engagement and strategic partnerships functions.
- Share knowledge, partnership intelligence and stakeholder insights across the organisation.

Key outcomes:

Revenue Growth

- Development of a pipeline of transformative multi-million dollar funding opportunities.
- Increased diversification of Bush Heritage Australia's revenue sources.
- Successful attraction of new investment partnerships and funding streams.

Conservation Impact

- Partnerships initiated demonstrably contribute to deepening the impact of land management across reserves, aboriginal partnerships or agriculture partnerships.
- Advanced the breadth of priority landscapes protected through Bush Heritage Australia's private land conservation estate.

Strategic Partnerships

- Establishment of high-value partnerships that deliver measurable conservation and organisational benefits.
- Securing government co-investment and partnership arrangements that significantly increase Bush Heritage Australia's impact.

Eco-Tourism Development

- Completion of feasibility and partnership scoping for eco-tourism opportunities.
- Delivery of clear recommendations and business cases to support SLT decision-making.
- Successful delivery of at least one pilot to inform future direction.

Organisational Impact

- Increased organisational capacity to pursue and secure strategic opportunities.
- Contribution to initiatives that accelerate Bush Heritage Australia's ambition to deepen and potentially double conservation impact.
- Enhanced organisational readiness for major government funding rounds and election cycles.

Stakeholder Influence

- Strong relationships established across government, industry, philanthropic and conservation sectors.
- Recognition of Bush Heritage Australia as a preferred partner for large-scale conservation initiatives.

Selection criteria

Essential

- Proven ability to identify and convert strategic opportunities into tangible outcomes.
- High level of cultural competence when engaging and supporting Traditional Owner aspirations and partnerships.
- Experience engaging effectively with government stakeholders, ministers' offices, government agencies or policy decision-makers.
- Strong understanding of government funding, policy and election processes.
- Ability to identify innovative revenue opportunities and develop compelling business cases.
- Excellent stakeholder engagement, negotiation and influencing skills.
- Ability to maintain productive relationships across diverse sectors and interests.
- Ability to manage multiple priorities and work effectively in a dynamic environment.
- Outstanding written and verbal communication skills.
- Proven ability to develop persuasive proposals, briefing materials and investment cases.
- Commitment to Bush Heritage Australia's mission, values and conservation objectives.
- Genuine passion for nature conservation and delivering positive environmental outcomes.

Desirable

- Experience in conservation, environmental, tourism, infrastructure, regional development or natural resource management sectors.
- Experience developing eco-tourism, nature-based tourism or place-based economic development initiatives.
- Understanding of philanthropic, impact investment or blended finance models.
- Existing networks across federal, state or territory governments.
- Experience developing election commitments, major government budget proposals or public funding submissions.
- Experience working with Traditional Owners and Indigenous organisations.
- Understanding of biodiversity conservation policy and environmental funding mechanisms.
- Relevant tertiary qualifications in public policy, commerce, business, environmental management, economics, law, tourism or a related discipline.

Work Health and Safety – Job Demands Checklist

For a detailed list of demands specific to this role (environmental, physical, psychosocial, sensory), please view the Appendix. Please note that this list is not exhaustive, and requirements may change in accordance with job needs. However, at this time, the line manager deems these as important for the role.

Position Relationships

Position title of manager	Executive Manager Government Engagement
Position titles which also report to manager	National Covenant Lead
Titles of positions that report to this position	NA
Key internal relationships	Executive Manager Conservation Operations, Executive Manager Science & Conservation, Executive Manager of Engagement, Heads of Region, Healthy Landscape Managers, Head of Philanthropy, Grants Lead, Corporate Partnerships Manager
Key external relationships	Ministerial and relevant Government agencies, parliamentary stakeholders and other sector including eco-tourism stakeholders, as appropriate.

Appendix

Work Health and Safety – Job Demands Checklist

The purpose of this form is to identify and manage potential risks associated with the position in relation to the prospective employee. It may also be used to provide information to a Health Professional conducting a pre-employment medical assessment. Identifying possible risks can assist in developing appropriate training plans to help minimise workplace hazards.

The checklist below outlines common physical, environmental, and psycho-social demands that may be associated with this role. However, due to the varied nature of tasks and work environments, this is not an exhaustive list. Additional or role-specific physical requirements may apply depending on the specific duties of the position.

By completing an online application, you will be asked to confirm that you have read the job description, including the table below, which identifies potential workplace hazards. You will also be asked to disclose any health concerns that may impact your ability to undertake the duties outlined for this role.

Job Demands Frequency Key:

N/A - does not apply to this job

Infrequent - intermittent activity exists for a short time on a very infrequent basis

Occasional - activity exists up to 1/3 of the time when performing the job

Frequent - activity exists between 1/3 and 2/3 of the time when performing the job

Constant - activity exists for more than 2/3 of the time when performing the job

	N/A	Infrequent	Occasional	Frequent	Constant
Environmental Demands					
Dust - Exposure to atmospheric dust.	☒	☐	☐	☐	☐
Gases - Working with explosive or flammable gases requiring precautionary measures.	☒	☐	☐	☐	☐
Fumes - Exposure to noxious or toxic fumes.	☒	☐	☐	☐	☐
Liquids - Working with corrosive, toxic or poisonous liquids or chemicals requiring PPE.	☒	☐	☐	☐	☐
Noise - Environmental / background noise requiring people raise their voice to be heard when 1 metre apart.	☒	☐	☐	☐	☐
Hazardous substances - e.g. herbicides, poisons.	☒	☐	☐	☐	☐
Inadequate Lighting - Risk of trips, falls or eyestrain.	☒	☐	☐	☐	☐

Sunlight - Risk of sunburn exists from spending extended periods of time in sun.	☒	☐	☐	☐	☐
Extreme Temperatures - as relevant to the location of the position. Outside work may be limited to only small work windows during the day as a result of extreme temperatures.	☒	☐	☐	☐	☐
Confined Spaces - areas where only one egress (escape route) exists.	☒	☐	☐	☐	☐
Slippery or Uneven Surfaces - Greasy or wet floor surfaces, ramps, uneven ground.	☒	☐	☐	☐	☐
Housekeeping - Obstructions to walkways and work areas cause trips and falls.	☒	☐	☐	☐	☐
Biological Hazards - e.g. exposure to bodily fluids, bacteria, infectious diseases.	☒	☐	☐	☐	☐

Physical Demands	N/A	Infrequent	Occasional	Frequent	Constant
Sitting - remaining in a seated position to perform tasks for extended periods	☐	☐	☐	☐	☒
Sitting in vehicles – long drives of up to 8 to 10 hours in a single day may occur	☐	☒	☐	☐	☐
Standing - remaining standing without moving about to perform tasks.	☐	☒	☐	☐	☐
Walking ground: even / uneven / slippery, indoors / outdoors, slopes.	☒	☐	☐	☐	☐
Running ground: even / uneven / slippery, indoors / outdoors, slopes.	☒	☐	☐	☐	☐
Bend/Lean Forward from Waist - Forward bending from the waist to perform tasks.	☒	☐	☐	☐	☐
Trunk Twisting - Turning from the waist while sitting or standing to perform tasks.	☒	☐	☐	☐	☐
Kneeling - remaining in a kneeling posture to perform tasks for extended periods of time.	☒	☐	☐	☐	☐
Squatting/Crouching - Adopting a squatting or crouching posture to perform tasks for a period of time.	☒	☐	☐	☐	☐
Leg /Foot Movement - Use of leg and / or foot to operate machinery.	☒	☐	☐	☐	☐
Climbing (stairs/ladders) - Ascend / descend stairs, ladders, and steps.	☒	☐	☐	☐	☐
Lifting/Carrying - Light lifting & carrying - 0 - 9 kg.	☒	☐	☐	☐	☐
Lifting/Carrying - Moderate lifting & carrying - 10 - 15 kg.	☒	☐	☐	☐	☐

Lifting /Carrying - Heavy lifting & carrying - 16kg & above.	☒	☐	☐	☐	☐
Reaching - Arms fully extended forward or elevating above shoulder.	☒	☐	☐	☐	☐
Pushing/Pulling/Restraining - Using force to hold or move objects to or from the body.	☒	☐	☐	☐	☐
Head/Neck Postures - Holding head in a position other than neutral (facing forward).		☐	☐	☐	☒
Hand & Arm Movements - Repetitive movements of hands and arms.		☐	☐	☐	☒
Grasping/Fine Manipulation - Gripping, holding, clasping with fingers or hands.		☐	☐	☐	☒
Work At Heights - Using ladders, accessing roof racks, stools, scaffolding, or other objects to perform work.		☒	☐	☐	☐
Driving - Operating any machinery that is mobile.		☒	☐	☐	☐

	N/A	Infrequent	Occasional	Frequent	Constant
Psycho-social Demands					
Distressed People - e.g. Emergency or grief situations.	☐	☒	☐	☐	☐
Aggressive & Uncooperative People.	☐	☒	☐	☐	☐
Exposure to cultural differences – e.g. work requires or involves discussions and interactions with diverse Aboriginal and Torres Strait cultures.	☐	☐	☐	☒	☐
Exposure to Distressing Situations - e.g. animal death.	☐	☒	☐	☐	☐
Remote working conditions - e.g. hours away from nearest town, hours away from nearest town. May be required to camp or live in donga with limited or shared access to amenities.	☒	☐	☐	☐	☐
Social isolation - This job may involve extended periods of isolation. This may include the inability to get off reserve for extended periods of time up to 6 weeks due to local or regional flooding at certain times of the year.	☒	☐	☐	☐	☐
Social connectedness – work requires or involves discussion of duties with other people, online or in person	☐	☐	☐	☐	☒
Proximity – work requires or involves being physically close to other people	☐	☐	☒	☐	☐

Sensory Demands	N/A	Infrequent	Occasional	Frequent	Constant
Sight - Use of sight is an integral part of work performance e.g. computer screens. Using microscope to identify species, data entry via I-pad, phone or computer.	☐	☐	☐	☐	☒
Hearing - Use of hearing is an integral part of work performance e.g. phone meetings.	☐	☐	☐	☐	☒
Smell - Use of smell is an integral part of work performance e.g. Working with chemicals.	☒	☐	☐	☐	☐
Taste - Use of taste is an integral part of work performance e.g. Food preparation.	☒	☐	☐	☐	☐
Touch - Use of touch is an integral part of work performance (typing).	☐	☐	☐	☐	☒