

Trust for Nature

Position Description



Position	Director, Conservation
Department	Conservation
Location	Melbourne
Employment status	Full time Ongoing
Remuneration	TFN Grade 6.2 + superannuation
Reporting line	Chief Executive Officer
Direct Reports	2

About us

Trust for Nature is a not-for-profit organisation that works to protect native plants and wildlife in cooperation with private landowners.

Created in 1972 under the *Victorian Conservation Trust Act 1972 (Vic)*, Trust for Nature has a proud history of working across the government, not-for profit and private sectors to achieve permanent protection of important conservation land across Victoria. We have a culture that supports and inspires conservation achievement and personal development, both within the workplace and beyond.

Our Vision

A future in which Victoria's nature is valued, protected and thriving

Our Purpose

We work with Victorians to protect nature on private land forever.

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About the role

This newly developed critical role will lead Trust for Nature's Conservation Strategy and management of Trust for Nature Land. Reporting through to the CEO, the role is part of Trust for Nature's Executive Team and will contribute to overall strategy, execution and coordination while also representing the organisation externally.

In addition to leading the Science team and the Reserves team, this role will position Trust for Nature for Nature Markets opportunities, brokering innovative financial solutions to scale conservation in Victoria.

Key Responsibilities

The primary responsibilities of the role include:

- **Science** - Leading the science team, including developing conservation strategies and plans and sourcing funding in alignment with the Development team.
- **Land Management** - Driving the strategy for Trust for Nature's 40 Reserves including overseeing the development of Conservation Management Plans, Volunteer Committees of Management, and various groups supporting the Reserves.
- **First Peoples** - Working in collaboration with our First Peoples team to ensure the adoption of two-way learning between Cultural knowledge with Western Science
- **Nature Markets** - Building Nature Markets opportunities, sourcing funding from both commercial sources and government.
- **People Management** – Lead high-performing, engaged, and safe teams that are aligned to organisational objectives.
- **Stakeholder Management** – Represent TFN externally to be an influential voice for Conservation on private land in Victoria, including building and sustaining relationships with external partners and stakeholders.
- **Executive Team Member** – Supporting the CEO and working across the Executive Team, develop cross-functional solutions and work collaboratively across the entire organisation.

Key Relationships

- External stakeholders
- State and Federal government
- Offsets brokers and stakeholders
- Science Team
- Reserves Team
- Committees of Management
- Friends of Groups
- Executive Team
- Other key stakeholders

Key Selection Criteria

1. Substantial industry experience and a recognized and established voice for Conservation
2. Relevant tertiary qualifications in Conservation, Land Management, Nature Markets and/or a suitably relevant field
3. Commercial acumen and ability to source funding from both commercial sources and government

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4. Strong understanding of conservation principles with practical experiencing in overseeing the execution of conservation activities on conservation reserves
5. Understanding of land management, and preferably experience working with volunteer groups to manage conservation reserves
6. Experienced manager and leader with the ability to engage, motivate and direct and indirect reports

Trust for Nature Values

Our values underpin everything we do. How we deliver our work is as important as the outcomes we achieve for the Victorian Community. Our values are the foundation of our culture and guide how we work together, with our stakeholders, partners and the community.

The Trust's values form the acronym **CREST – Collaboration, Respect, Efficiency, Support and Trust**.

Specific requirements for this position

- A National Police Check is required to be conducted as part of the selection process.
- A Working with Children Check is required to be held as part of the selection process.
- The position may require travel throughout Victoria, therefore a current Driver's Licence is required

Health and Safety requirements

Trust for Nature is committed to protecting the safety and wellbeing of its people and ensuring safety is integral to how do our work. In realising this commitment Trust for Nature complies with all relevant health and safety laws including the *Occupational Health and Safety (OH&S) Act 2004* (with its associated regulations and codes).

Join a Workplace Based on Fair Employment

The Trust offers fair employment and career opportunities where possible. We aim to attract a diverse pool of applicants and focus on the genuine and essential requirements of the job and being consistent and fair in our treatment of applicants.

Equal Opportunity Employer

The Trust is an equal opportunity employer and welcomes applicants from a diverse range of backgrounds. It is a policy of the Trust to provide reasonable adjustments for persons with a disability. If you need assistance or adjustments to fully participate in the application or interview process, please use the contact listed in the role advertisement.

Balancing your Life

We understand that life balance is an important part of our employees' lives. Wherever possible the Trust offers a range of flexible arrangements to enable you to balance your work with other commitments and activities including family, health, study, carer responsibilities, hobbies and life/career aspirations. We provide various options such as flexible start and finish times, working part time, job sharing, working

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from home, and paid leave provisions that can be negotiated with your manager to help balance your personal commitments with the demands of the role.

Privacy Notification

Trust for Nature affirms that the collection and handling of applications and personal information will be consistent with the requirements of the *Privacy and Data Protection Act 2014 (Vic)*.

Other relevant information

- The terms and conditions of employment are similar to those applying in the Victorian Public Service and will be governed by the enterprise agreement applying to Trust staff; and
- The position is located at the Melbourne CBD office.

The position description may need to be amended occasionally due to variations in responsibilities and organisational requirements. Changes to the position description will be consistent with the purpose for which the position was established.