

Senior Campaigner

1.0 EFT

The Human Rights Law Centre, a leading national human rights organisation, seeks a Senior Campaigner to lead sector-wide collaborations to defend and proactively protect the ability of civil society to advocate and participate in public debates and policy development.

This is a 12 month contract 1.0EFT position based in either Melbourne or Sydney (we will consider 0.8EFT applications and job share applications where both job share applicants apply together).

Applications close Tuesday 14 January 2020. Salary up to \$92,700 FTE depending on experience.

About this role

This is an exciting new role that has been established through a collaboration between the Human Rights Law Centre, the Australian Conservation Foundation and the Australian Council of Social Service.

Advocacy by independent groups in civil society is vital to a healthy democracy and makes for better government decisions and outcomes, particularly decisions concerning marginalised and disadvantaged communities. However, the ability of charities, not for profits and activists to speak out on issues is under threat. Those threats require a coordinated response that not only defends civil society engagement, but builds consensus on long term structural reforms that enable advocacy and strengthen our democracy.

Over a number of years many organisations have been actively engaged in work defending charity advocacy. Most notably in 2017 around 40 organisations came together in the successful [Hands off our Charities](#) campaign that successfully defended charities' right to advocate on federal election issues. The HRLC, ACF and ACOSS have been part of these initiatives and have worked together for a number of years to support the right of charities and not-for-profits to speak out on issues within their mission, and to contribute to a vibrant Australian democracy.

Together our organisations now seek to recruit a Senior Campaigner who can lead the next phase of a broad civil society collaboration.

The Senior Campaigner will build a powerful civil society campaign alliance that is prepared to stand up and protect the advocacy work of our organisations and of civil society more broadly, responding to issues such as attempts to ban secondary boycotts, anti-protest laws and threats to charity status and funding for organisations who advocate.

Whilst much of the work in the current political environment is likely to be defensive, the Senior Campaigner will lead strategic thinking and planning efforts to build consensus on proactive, long-term reforms to strengthen civil society participation in democracy.

Key responsibilities are outlined below, however the role will require a flexible approach to respond to a rapidly changing political environment.

While the Senior Campaigner will be employed by and based at the Human Rights Law Centre, the role will support a wide range of organisations involved in this work including ACF and ACOSS.

Establishing the decision making structures and processes for ensuring that this role operates as a sector resource will be an early priority for the new role.

We're looking for an experienced campaigner with political nous, a track record of leading and winning national campaigns, and who has a demonstrated ability in building and harnessing sector and community support for social change and law reform.

Key responsibilities:

- Build strong collaborations between diverse civil society organisations, finding common ground, negotiating shared positions and dealing with strategic differences
- Lead development of campaign strategy for the alliance and build consensus in support of a shared approach.
- Respond rapidly to a changing political landscape, keeping members updated about developments and driving rapid response as required
- Drive implementation of campaign tactics with alliance members
- Lead development of campaign communications, and drive implementation across the alliance membership
- Lead sector advocacy on campaign issues, and coordinate advocacy by member organisations, including through formal processes such as Parliamentary committees
- Coordinate alliance functions such as conference calls, meetings, joint policy positions, and provide support to member organisations as required
- Report to funders and assist members to seek additional funding to support campaign activities as required
- Other duties as requested by manager.
- Interstate travel may be required.

Selection Criteria

Essential

- **Campaign Design:** Demonstrated track record in the ability to design, develop, and implement campaigns for social or political change or for law reform. Can build consensus across a diverse alliance for a shared strategy. Monitors and evaluates performance of campaigns against objectives and manages issues and roadblocks to ensure campaign objectives are met.
- **Communication:** Can communicate complex policy issues clearly in an appropriate way across a range of contexts. Experience developing and executing strategic communication plans.
- **Political judgement and strategy:** Deep understanding of the legislative process and politics. Demonstrable capacity for innovative strategic and analytical thinking.
- **Advocacy and policy:** Is a compelling advocate and can handle complex policy issues
- **Influence and Negotiation:** Gains agreement to proposals and ideas; uses chains of indirect influence to achieve outcomes and involves experts to strengthen the case; understands and responds to stakeholders needs, identifies common ground for one or more stakeholders and uses this knowledge to build mutually beneficial partnerships; finds innovative solutions to address stakeholder needs and resolve stakeholder issues.
- **Interpersonal:** Relates well to all kinds of people from different backgrounds and at various levels of seniority; builds relationships of trust and confidence; listens, and uses diplomacy and tact.

- **Integrity:** Works effectively with high degree of autonomy and accountability either independently or as part of a small, dynamic team; self motivated and can demonstrate initiative. Takes responsibility for own action, treating all people with dignity and respect.
- **Organisation:** Outstanding organisational skills, experience in managing people and logistics to set budgets and tight deadlines.

Desirable

- An existing network of civil society and political stakeholders
- Experience in public speaking and/or media advocacy.
- Relevant policy or legal expertise

Terms and Conditions

The salary will depend on qualifications, experience and other relevant considerations of the successful applicant.

The position is a fixed term 12 month contract with the possibility of extension subject to funding. We will consider applications for working from 0.8EFT up to 1.0EFT.

The Human Rights Law Centre has charity tax status enabling us to offer staff generous salary packaging options including meals and entertainment packaging. The tax savings for staff who take full advantage of salary packaging options significantly increases their take home pay.

The Human Rights Law Centre offers flexible working arrangements, 5 weeks annual leave, opportunities for professional development, and a workplace culture that is professional, dedicated, collaborative and dynamic.

The position will involve some domestic travel and occasional work outside normal business hours.

If you are interested in being considered for the other Senior Campaigner role currently being advertised, you may put in a single application for both.

Applications

Applications close on Tuesday 14 January 2020 and should be sent to Hugh de Kretser, Executive Director, via jobs@hrlc.org.au and comprise:

- a cover letter (maximum 1 page)
- a document addressing the key selection criteria (maximum 3 pages); and
- your resume.

Please combine these as a single PDF document, clearly named with your name in the document title.

Shortlisted applicants will be contacted by telephone for interview within one week of the closing date.

Further Information

For further information about the Human Rights Law Centre's democracy work see our [Safeguarding Democracy](#) and our [Defending Democracy](#) reports.

About the Organisations

Human Rights Law Centre

The Human Rights Law Centre uses strategic legal action, policy solutions and advocacy to support people and communities to eliminate inequality and injustice and build a fairer, more compassionate Australia.

Our vision is an Australia where everyone is free to lead a decent, dignified life; where our laws, policies and institutions promote fairness and equality; and where people and communities have the power to address inequality and injustice and ensure that governments always act in the public interest.

We maximise our impact by working closely with key partners, including community organisations, pro bono law firms and barristers, academics and experts, and international and domestic human rights organisations. We are fiercely independent of government, with most of our funding coming from donations and philanthropic grants.

The Human Rights Law Centre is a registered charity with offices in Melbourne and Sydney. We are a diverse team with a strong, shared commitment to creating a better, fairer Australia.

The Human Rights Law Centre is an equal opportunity employer and is committed to promoting a diverse and inclusive workforce. Aboriginal and Torres Strait Islander peoples, people from culturally and linguistically diverse and refugee backgrounds, women, LGBTIQ+ people and people with disability are encouraged to apply.

Australian Conservation Foundation

ACF is Australia's national environment organisation. We are half a million people who speak out for a world where forests, rivers, people and wildlife thrive. We are proudly independent, non-partisan and funded by donations from our community.

We use evidence-based advocacy, expose corruption and destruction, and champion real solutions for a better world. We build powerful, organised communities so together we can push for real change and hold decision makers to account. We seek to change the story about what's possible and push to fix the big systems so everyone and every living thing can thrive.

Australian Council of Social Service

The Australian Council of Social Service is a national advocate for action to reduce poverty and inequality and the peak body for the community services sector in Australia. Our vision is for a fair, inclusive and sustainable Australia where all individuals and communities can participate in and benefit from social and economic life.

Established in 1956, ACOSS aims to reduce poverty and inequality by:

- Leading and supporting initiatives within the community services and welfare sector and acts as an independent non-party political voice
- By drawing on the direct experiences of people affected by poverty and inequality and the expertise of its diverse member base, we develop and promote socially and economically responsible public policy and action by government, community and business.