

Employers: Murrumbidgee Landcare Inc. and LachLandcare Inc.

Location: Wagga Wagga, NSW. Other locations within the Riverina region will be considered.

Salary/Conditions: 15 hours per week @ \$77-80k pa pro rata plus on costs. Three year contract until 30 June 2018 with prospects for renewal. This position is a job share arrangement with another part-time (0.6 FTE) RLF.

The Regional Landcare Facilitator (RLF) project is a partnership between Murrumbidgee Landcare, Lachlandcare and Riverina Local Land Services, with funding provided by the Australian Government through the National Landcare Program. The RLFs work to develop and support Landcare, community and landholder groups in the Riverina Region, comprising the Mid and Lower Murrumbidgee catchments and the Lower Lachlan, to promote the production, economic and social benefits of a farm and landscape focus on natural resource management (NRM), in conjunction with sustainable agricultural practices, the delivery of improved ecosystem services, and targeted flora/fauna conservation. These positions require excellent communication and facilitation skills.



The RLFs will focus on opportunities for key stakeholders to develop and support cross-property, multi-group/network and landscape scale endeavours with a focus on community education and landscape scale change. The RLF will work directly with primary stakeholders from the two peak Landcare organisations in the region, Murrumbidgee Landcare Inc (MLi) and Lachlandcare Inc (LLi) and with Riverina Local Land Services (RLLS) staff based in district offices working directly with five Local Landcare Coordinators (LLCs), land managers, community organisations and partners.

The Regional Landcare Facilitators will:

- ✦ Identify other key stakeholders to support Landcare goals;
- ✦ Survey and analyse the needs and opportunities for increasing the uptake of NRM and sustainable agricultural practices in the region;
- ✦ Meet quarterly with key representatives from MLI, LLI and Riverina LLS to advise on the needs and opportunities for growing Landcare;
- ✦ Seek opportunities to improve communication, networking and project collaboration amongst key stakeholders and develop a stakeholder relationship plan;
- ✦ Promote the Landcare ethic and sustainable agriculture to farmers, land managers and communities in the Riverina region;
- ✦ Develop and implement a communications and engagement strategy to maintain and increase stakeholder engagement;
- ✦ With MLI, LLI, and LLCs, assist Landcare and community groups in the Riverina region to seek members, partners, funds and resources for NRM activities; and build their capacity, knowledge and skills;

- ⤴ Provide feedback to the Australian Government on emerging issues in the region relevant to sustainable agricultural practices and the needs of Landcare, other community NRM groups and farmer networks;
- ⤴ Participate in the Regional Landcare Facilitator network in NSW and nationally, including attending training and professional events; and
- ⤴ Facilitate and support the delivery of annual community activities such as farm walks, workshops and newsletters.

The RLF (0.4) position is complementary with the RLF (0.6) position, and will concentrate on Landcare communications via print, radio and web delivery; and project development through partnerships. Skills in self-direction, teamwork and media are sought. The RLF positions work closely with both the network of Local Landcare Coordinators and the LLS officers who have NRM responsibilities in the Region. In the case of the LLCs, RLFs also have a mentoring and training role to perform, and a responsibility to ensure that Landcare staff are 'on the same page' with respect to the Landcare movement at the State (Landcare NSW, LLS) and regional (MLi, LLi, Riverina LLS) levels. Good teamwork (with Landcare staff, volunteers and partners), respect and loyalty are essential qualities when setting/sharing workloads, tasks and priorities, and in the timely production and promotion of outputs and outcomes.

Murrumbidgee Landcare Inc. (MLi) and *LachLandcare* (LLi) are not-for-profit, community organisations that have been representing community Landcare in the Murrumbidgee and Lachlan catchments for over 18 years. They work to support community Landcare Networks; promote community Landcare and broker strategic alliances to develop projects to improve community knowledge and adoption of sustainable agricultural and environmental practices. Applicants are advised that funding for this position is provided by the Australian Government National Landcare Program through Riverina Local Land Services. If that funding ceases to be available for any reason then the contract of employment would also cease.

SELECTION CRITERIA

ESSENTIAL

- ⤴ Tertiary qualification or equivalent professional experience in NRM, Agriculture or Environmental Science.
- ⤴ Demonstrated knowledge of, and experience in, working with community groups and partners to promote, develop and support the uptake of new knowledge and practices.
- ⤴ A demonstrated understanding of community education and engagement strategies, especially participatory bottom-up methodologies, to influence community attitudes and encourage participative action.
- ⤴ Demonstrated ability and willingness to work cooperatively with diverse stakeholder groups (primary producers, landholders, community groups, schools), and with staff of partner organisations (e.g. Riverina LLS, NSW DPI, OEH, Murrumbidgee and Coleambally Irrigation Companies, and Local Government).
- ⤴ An appreciation of issues facing land managers in primary production, and environmental challenges to landscapes (natural resources, climate change, biodiversity, resilient ecosystems).
- ⤴ Ability to work independently and take the initiative whilst also being able to work as a member of a team (with Landcare staff, volunteers and partners).
- ⤴ Demonstrated high level written and oral communication, facilitation, interpersonal, negotiation and computer skills.
- ⤴ Demonstrated ability to promote opportunities for groups and networks to access public and private funds to address NRM and sustainable agriculture practices that provide both private and public benefits.
- ⤴ Demonstrated ability in project management, including work plan development and prioritisation, monitoring, evaluation and reporting against work plan and project outcomes.
- ⤴ Willingness and ability to participate in State and National meetings and events as required.
- ⤴ Current drivers licence and flexibility to travel regularly within the region, including evening meetings.

Desirable

- Excellent social skills, ranging from confident self-direction to strong teamwork with colleagues and loyalty to organisations and partners.
- An understanding of communications via print, radio and web delivery.
- Experience working with landholders, Landcare and community groups to promote, develop and support NRM and sustainable agriculture practices.

- Knowledge of extension theory and practice to engage landholders and producers in regional and rural communities.
- Knowledge of the agencies and organisations in the region with catchment and land management interests.

Note: Flexible hours (15hrs per week) are offered with a priority towards Tuesdays to meet media timelines.

Closing date: Sunday 18 December 2016

To apply, please forward a copy of your resume and a letter addressing the Selection Criteria to:

Ms Karen Jamieson, Executive Officer
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Wagga Wagga NSW 2650
Email: office@mli.org.au

For more information:

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