Position Description

Catchment Restoration Program Lead

Rewilding our Floodplains (RoF), NSW

Employment Type: Part-time (0.6 FTE) - 3 days per week.

Role Purpose

The Catchment Restoration Program Lead is responsible for leading the implementation and ongoing development of the Rewilding our Floodplains (RoF) program in NSW.

The role provides scientific and program leadership across restoration planning and implementation, landholder engagement, monitoring and evaluation, stakeholder and Aboriginal partnerships, community engagement, digital learning resources, reporting, and broader program development.

The role also supports RoF NSW's long-term sustainability and growth through strong funder relationships, strategic grant development, partnership stewardship, and science-based storytelling.

Additional Context: Program Delivery and Growth

PCFML and the RoF NSW program are entering a significant implementation phase following the securing of multi-year NSW Environmental Trust funding.

During this period, the role will focus on successfully delivering current funded program commitments, including restoration, landholder engagement, monitoring, partnerships, community participation, reporting, and associated project management requirements.

Alongside delivery, the role will continue to support funder stewardship, strategic grant development, and broader program growth to strengthen RoF NSW's long-term sustainability across future funding cycles.

Role weighting and responsibilities will be reviewed regularly in line with program delivery requirements, funding, and organisational capacity.

Core Responsibilities

Program Leadership and Delivery

- Lead the day-to-day implementation and ongoing development of the Rewilding our Floodplains NSW program.
- Translate approved workplans, budgets, milestones and partner commitments into clear operational plans and delivery priorities.
- Coordinate activities across restoration, landholder engagement, monitoring, education, community participation, digital resources and reporting.
- Maintain oversight of project timelines, expenditure, risks, outputs, evidence and partner contributions.
- Work closely with PCFML leadership to ensure activities remain aligned with organisational strategy, partner expectations and funding obligations.

Restoration, Science and Monitoring

- Lead and coordinate restoration planning and delivery across RoF NSW project sites.
- Support site selection and restoration priorities based on ecological value, habitat connectivity, feasibility, landholder commitment and program objectives.
- Coordinate site assessments, revegetation, weed management, habitat enhancement, maintenance and follow-up monitoring.
- Lead or coordinate ecological monitoring, photo-point monitoring and other agreed evaluation activities.

- Analyse and interpret monitoring data to guide adaptive management, reporting and future program development.
- Work with specialist scientists, contractors and technical partners where additional expertise is required.
- Ensure scientific claims and reported outcomes are credible, evidence-based and clearly communicated.

Landholder, Aboriginal and Community Engagement

- Build and maintain strong relationships with participating landholders, land managers, Traditional Owners, Aboriginal organisations and community partners.
- Support co-design of restoration, stewardship, education and monitoring activities.
- Coordinate landholder site visits, restoration planning and follow-up support.
- Develop and maintain site-specific stewardship or management plans where required.
- Support culturally appropriate and respectful engagement with Aboriginal partners, including appropriate recognition of cultural knowledge, authority and intellectual property.
- Coordinate community restoration activities, workshops, citizen-science activities and on-Country events.
- Recruit, train, coordinate and manage volunteers and interns to support restoration, monitoring, community engagement and digital program activities.

Partnerships, Funders and Program Growth

- Maintain and strengthen existing RoF NSW funder and partner relationships.
- Provide clear, evidence-based updates on program progress, outcomes and emerging opportunities.
- Represent RoF NSW in relevant funding, partnership and stakeholder discussions.
- Support renewal pathways, multi-year funding opportunities and broader partnership development.
- Contribute to strategic grant submissions and maintain a forward funding pipeline aligned with program priorities.
- Work with PCFML leadership to identify opportunities for collaboration, co-funding and long-term program growth.

GIS, Digital Resources and Storytelling

- Maintain accurate spatial records of restoration sites, monitoring locations and program activities.
- Use ArcGIS or comparable GIS platforms to support planning, field data collection, mapping and reporting.
- Contribute to the ongoing development of River Strong, ArcGIS StoryMaps, the Brunswick River Community Hub and associated digital resources.
- Translate ecological and program data into clear, accessible information for funders, landholders, partners and the wider community.
- Contribute to project stories, case studies, presentations, videos and other communications.
- Support PCFML's communications team with accurate science-based content and program updates.

Reporting, Compliance and Coordination

- Coordinate milestone reporting, supporting evidence and project documentation across relevant RoF NSW funding agreements.
- Maintain accurate records of activities, participation, restoration outputs, monitoring results, partner contributions and in-kind support.
- Work with PCFML finance and leadership teams to support budget tracking, acquittal and compliance.
- Coordinate relevant contractors, consultants, volunteers and technical specialists involved in program delivery.
- Ensure program records are maintained in a clear, auditable and accessible manner.
- Support appropriate field risk management, safety planning and compliance with PCFML policies.

Role Scope

The position is intentionally broad and requires the successful candidate to work across scientific leadership, project delivery, field implementation, stakeholder engagement, monitoring, reporting, partnerships and funding.

The relative emphasis of these responsibilities will vary throughout the year depending on restoration seasons, program milestones, reporting requirements and funding opportunities.

The role leads and coordinates delivery across these areas, drawing on PCFML staff, specialist contractors, project partners and technical advisors where appropriate.

Key Performance Indicators

- Delivery of agreed program milestones, outputs and reporting requirements on time and within budget.
- Effective progression of priority restoration sites and landholder stewardship activities.
- Accurate and consistent ecological, monitoring and program data.
- Strong, respectful relationships with landholders, Aboriginal partners, funders and key stakeholders.
- High-quality project documentation, reporting and evidence management.
- Effective delivery of community, volunteer and education activities.
- Continued development and use of GIS, StoryMaps and associated digital resources.
- Retention and strengthening of existing funder and partner relationships.
- Effective management and progression of the existing RoF NSW funding pipeline.
- Clear, accurate and evidence-based communication of program outcomes.

Key Selection Criteria

The successful applicant will demonstrate:

- Experience leading or coordinating environmental restoration, conservation, natural resource management or comparable multi-stakeholder programs.
- Practical knowledge of riparian, floodplain, wetland, estuarine and/or coastal restoration, together with experience in ecological monitoring and interpretation of environmental data.
- Strong project-management capability, including managing workplans, budgets, timelines, reporting, contractors and multiple delivery priorities.

- An ability to build effective relationships with landholders, community members, partners and diverse stakeholders, together with strong cultural awareness and respectful engagement practices.
- Strong written and verbal communication skills, including the ability to translate scientific information for non-technical audiences and contribute to funding proposals, reports and stakeholder communications.
- Strong organisational skills, sound judgement and the ability to work independently while collaborating effectively within a small, geographically dispersed team.

Minimum Requirements

- A degree in environmental science, ecology, natural resource management, marine science, conservation or another relevant discipline, or substantial equivalent professional experience.
- At least five years of relevant professional experience.
- Current unrestricted Australian driver's licence.
- Capacity to travel regularly throughout the Northern Rivers and undertake field activities.
- A level of fitness appropriate for restoration, monitoring and practical fieldwork.
- Current First Aid qualification, or willingness to obtain one.
- Legal entitlement to work in Australia.

Preferred

- Postgraduate qualifications in a relevant discipline.
- Strong knowledge of the Brunswick River catchment and wider Northern Rivers region.
- Experience delivering government-funded environmental projects.
- Experience with GIS, preferably ArcGIS, including StoryMaps or comparable digital engagement platforms.
- Experience with monitoring, evaluation, reporting and improvement frameworks.
- Experience in landholder stewardship, private-land conservation or behaviour-change programs.
- Experience coordinating citizen science or environmental education activities.
- Media, public speaking or presentation experience.

Personal Attributes

The successful applicant will:

- Be highly self-motivated, organised and reliable.
- Be comfortable moving between scientific, administrative, community and practical field responsibilities.
- Be able to build trusted relationships with landholders, partners, funders and community members.
- Communicate clearly and professionally with technical and non-technical audiences.
- Be practical and solutions-focused when project conditions change.
- Exercise sound judgement and take ownership of agreed responsibilities.
- Be collaborative and comfortable working within a small, geographically dispersed team.
- Demonstrate cultural awareness, respect and professionalism.
- Bring initiative, creativity and energy to the continued development of RoF NSW.

Remuneration and Employment Conditions

The position is 0.6 FTE, equivalent to three days per week.

The full-time equivalent salary range is AU$90,000-$100,000 per annum plus superannuation, pro rata according to the agreed 0.6 FTE arrangement.

The role offers flexibility in scheduling working days, subject to field activities, partner requirements, reporting deadlines, and program needs.

Approved program-related travel and field expenses will be covered by PCFML.

Some evening or weekend work may occasionally be required for community events or field activities, with appropriate flexibility provided in return.

Location

The position is based in the Northern Rivers of NSW, with regular travel required throughout the Brunswick River catchment and surrounding program areas.

The role includes a combination of home-based work, field activities, partner and landholder meetings, community events and other program requirements.

Preference will be given to applicants who live within, or can readily travel throughout, the Northern Rivers region.

Application Details

Applicants should submit:

- A current CV.
- A cover letter of no more than two pages outlining your suitability for the role, with reference to the Key Selection Criteria.
- Contact details for two professional referees.

Applications should be submitted to **info@pcfml.org.au** with **"Catchment Restoration Program Lead"** clearly stated in the subject line.

Applications close Friday, 25 September 2026 at 5:00 pm AEST.