



NRM Technical Lead

Drive transformative change in sustainable agriculture and environmental stewardship.

Join **Holbrook Landcare Network**, an award-winning organisation at the forefront of climate-smart agriculture, biodiversity conservation, and nature-positive farming practices. Work closely with leading farmers, researchers, and industry experts to deliver cutting-edge solutions that improve soil health, enhance ecosystem resilience, and contribute to state and national sustainability strategies.

We are seeking an experienced and motivated leader to head our Natural Resource Management (NRM) team. This role will **innovate, coordinate, and implement transformative projects** that integrate advanced technologies and evidence-based practices to achieve measurable outcomes—such as improved soil health; profitable and productive low-carbon landscapes; enhanced and connected on-farm native ecosystems, and increased drought resilience across farms in the eastern Murray region.

Position Highlights:

- **Innovation & Impact:** Work on some of the biggest issues affecting our rural landscapes. Lead projects in carbon farming, biodiversity and nature-repair markets, ESG, climate adaptation, climate-smart practices and protection of endangered species, delivering tangible benefits for farmers and the environment.
- **Career development and collaboration:** Work alongside leading farmers, researchers, and industry specialists. Access mentoring opportunities and contribute to national networks shaping the future of sustainable agriculture.
- **Join an organisation with strong values:** We exist for our members who take great pride and pleasure in our landscape, our community and our contribution. Workplace flexibility, teamwork, inclusion and being part of our local community are core values for the close team you'd be joining.

Employment Details:

- Full-time (37.5 hrs/week) or flexible arrangements available.
 - Fixed term until December 2027, with rolling extensions based on performance and funding.
 - Location: Holbrook (flexible work options negotiable).
 - Salary: Negotiable - commensurate to experience.
 - Support: Employee Access Program, training, travel and phone budget provided.
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Key Responsibilities

- Lead the HLN NRM team to deliver innovative, evidence-based projects that improve environmental outcomes and support farmers in adopting sustainable practices.
 - Develop strategic partnerships with funding agencies, research organisations, and industry leaders to advance local, regional and national NRM and Sustainable Agriculture priorities.
 - Design and implement projects focused on a suite of areas including ESG, carbon farming, biodiversity enhancement, and climate adaptation.
 - Manage budgets, milestones, and reporting to ensure accountability and measurable success.
 - Support other emerging professionals and foster knowledge-sharing within the Landcare community.
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Required Attributes:

- Technical knowledge of grassy-box woodland and other local Southwest Slopes ecosystems, their species and management
 - Established NRM networks, accompanied by high-level networking, relationship building and people skills, especially relevant to working with land managers and research organisations
 - Ability to think strategically and to recognise and act on potential opportunities
 - Project management skills
 - High-level verbal and written communication, coordination, administration and computing skills
 - Capacity to lead a team
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Why Join Us?

This is your opportunity to **shape the future of sustainable agriculture**, lead a passionate team, and deliver projects that make a measurable difference—locally and nationally. You'll work in a dynamic environment that values innovation, collaboration, and professional growth.

Applications close Sunday, 14 December 2025.

For more details, contact Dr Alison Southwell at ceo@holbrooklandcare.org.au or 0428 531 098.

APPLICATION PROCESS AND SELECTION CRITERIA

To apply, please provide ALL of the following:

- Brief covering letter, outlining why you are seeking this position (1 page maximum)
- Your current resume, including contact details for two referees, which should include a current or recent employer or supervisor.
- Your claims against each of the Selection Criteria. Please respond to each criteria directly.
- Complete applications are to be emailed to office@holbrooklandcare.org.au by Sunday 14th of December 2025.

SELECTION CRITERIA – Applicants must address each of the essential selection criteria with relevant examples.

Essential

1. Undergraduate qualification or higher plus relevant working experience in environmental management or equivalent.
2. Demonstrated knowledge of grassy-box woodland and other local ecosystems and their associated land management challenges and practices as relevant for the eastern Murray/Riverina region.
3. Relevant experience in working with landholders and/or community groups to facilitate decision making regarding on farm practice change and land management.
4. High level interpersonal skills including facilitation, mediation, empathy and ability to build rapport with a wide diversity of stakeholders.
5. Proven expertise in project planning, management, record keeping, report writing and grant writing.
6. Well-developed written and oral communication skills, including competence in the use of Microsoft Office suite, email and online systems.
7. A current driver's license.

Desirable

1. Demonstrated leadership and team management skills
2. Demonstrated networks within the NRM sector and ability to leverage these networks to build opportunity, collaborative partnerships and new strategic initiatives for the sector.
3. High level GIS mapping skills
4. Detailed knowledge/experience in Australia's growing environmental markets and the emerging ESG reporting environment.
5. Interest or experience in training others