

STATE26 ELECTORATE CAMPAIGN MANAGER

Job status	Full time, fixed term contract, with some evening and weekend work as required
Starting salary	Professional Staff Level 3-5 \$70,443 - \$85,236 plus super
Hours	We have a “four day work week”, full-time is 32 hours per week (part time options are available by negotiation)
Location	Melbourne CBD or campaign office
Position begins	March or April 2026
Position ends	11 December 2026, two weeks after the Victorian State Election

ABOUT THIS ROLE

The Victorian Greens are looking for multiple electorate Campaign Managers to build winning campaigns. With a small change in the vote, the Greens could win new lower house seats this election and seize the balance of power in state parliament. We’re looking for multiple Campaign Managers to each build and lead an electorate campaign team for the upcoming State Election campaign. You’ll be working closely with the candidate and our team of staff and volunteers to execute our campaign strategy in a single electorate.

The Victorian Greens are a political party based on four key principles: ecological sustainability, grassroots democracy, social justice and peace and non-violence. Our movement is focused on delivering the plans we need to ensure that everyone has a good life. We're committed to ensuring that all people are treated equally, that our environment is protected, and that big donors can no longer buy the influence of politicians and governments.

CORE RESPONSIBILITIES

You will be responsible for:

- **Project management of the electorate campaign:** develop the strategy to win and build the high-performing team to help execute it. You’ll be responsible for project managing the delivery of key campaign tactics, budget management and ensuring we’re tracking for success.

- **Internal communication:** you'll be responsible for managing communication and successful working relationships with team members and other key internal stakeholders.
- **Team management:** you'll be responsible for managing and leading other staff in your electorate and coordinating with the central office to hire and manage additional campaign staff.
- **Advise and assist the candidate:** on campaign strategy developments, campaign activities, rapid response opportunities and the campaign's performance against its goals. You'll support the candidate to use their limited time strategically, recognise and respond to risk and build crucial connections throughout the community.
- **Advertising coordination:** you'll be responsible for working with the other staff and party bodies to coordinate the delivery of the advertising strategy across outdoor, digital and mail within the electorate
- **Communications:** ensure the translation of the national communications strategy into the local context across email, social media and print.
- **Field integration:** you'll work with a local field organiser to build and scale voter contact activities and integrate them with the wider campaign strategy.
- **Donor engagement and fundraising:** you'll make sure the campaign is on track to meet its fundraising goals and manage the relationships with key campaign donors.
- **Risk management:** help to protect the campaign from risk, ensuring financial viability and working closely with staff and the candidate to manage risks to the campaign.
- **Other work as needed:** as a part of a diverse and agile local campaign team, you will be asked to contribute to other work from time-to-time to ensure effective delivery of the campaign.

SELECTION CRITERIA

We encourage you to apply even if you don't have all of the relevant skills. We're looking for someone organised and thorough and with passion for our movement, which we prioritise over formal education or qualifications.

We're committed to diversity and supporting the right person to thrive in this role. For a confidential conversation about this role or the recruitment process, please contact James Temple via james.temple@vic.greens.org.au

Key selection criteria

- **Values alignment:** commitment to the Greens policies, charter and core values - ecological sustainability, grassroots participatory democracy, social justice and peace and non-violence - and a passion for our movement.
- **Relationship-building:** strong rapport-building and relationship skills, and experience managing staff, volunteers and/or interns. You can quickly build and maintain relationships of trust.
- **Stakeholder management:** experience dealing with a broad range of stakeholders and differing or competing interests.

- **Organisation:** outstanding organisational skills and experience managing logistics to tight deadlines - you thrive in a fast-paced, dynamic work environment, love managing an event or complex process.
- **Strategic thinking skills:** you can identify the tactics required to meet a goal and adapt them to changing circumstances. Commitment to discretion, confidentiality and sound political judgement.
- **Exceptional communication skills:** being able to write and produce copy from scratch as well as working with existing resources for your local context.

Bonus points for

- **Lived experience** or connections to First Nations justice, racial justice, LGBTQIA+ justice, disability justice or gendered justice movements.
- **Working with volunteers:** Experience in a volunteer- or member-led organisation
- **A proven interest and understanding:** of the Australian political landscape and election campaigning.
- **Donor engagement:** and delivering fundraising campaigns.

WHY WORK FOR THE GREENS?

We offer a friendly, flexible and supportive workplace. Some great reasons to join the Victorian Greens team include:

- ▲ A four day work week for full time pay.
- ▲ Making a meaningful contribution to the political movement fighting for people and the planet.
- ▲ Flexibility to negotiate working hours and some work from home.
- ▲ Four weeks of annual leave a year, bonus leave between Christmas and New Years Day, and flexible leave for cultural holidays.
- ▲ Above-average personal leave, including additional paid provisions for mental health and domestic and family violence leave.
- ▲ Access to our Employee Assistance Program and wellbeing support.