



Position Description for Queensland Greens State Director Role

About the Queensland Greens

The Queensland Greens is a political movement committed to ecological sustainability, social justice, grassroots democracy, and peace and non-violence.

The Queensland Greens is a member of the Australian Greens and is supported by members, branches, volunteers, elected representatives and staff across Queensland. Our organisation brings together political campaigning, community organising, elected representation and a strong grassroots membership base to build a fairer, more sustainable Queensland.

The Queensland Greens operate through elected governance structures, branches, campaign committees, elected representative offices and a professional staff team. Effective coordination across these structures is critical to building a strong, sustainable and campaign-ready political organisation.

This is an exciting period of organisational development for the Queensland Greens. The State and Campaigns Director will play a central role in strengthening the organisation's strategic capacity, campaign readiness, governance implementation and long-term sustainability.

About the role

The State and Campaigns Director is the senior staff role responsible for strategic organisational oversight, campaign coordination, governance implementation and long-term organisational development across the Queensland Greens.

Working closely with the Queensland Greens Convenor, State Secretary, Management Committee, Queensland Campaign Committee, elected representatives and senior staff, you will provide strategic leadership across the organisation and ensure that decisions made by State Council and other governance bodies are effectively implemented.

You will oversee strategic planning, organisational priorities, budgets and cashflow, election preparedness, organisational risk and regulatory compliance. You will also provide leadership to the senior operational team and ensure that organisational resources, systems and structures are aligned with the Queensland Greens' political and campaign priorities.

This is a senior strategic leadership role rather than a day-to-day operational administration position. Operational HR, office administration and routine compliance functions are delegated to senior managers,

allowing the State and Campaigns Director to focus on organisational leadership, strategic coordination, campaign oversight, risk management and organisational development.

This is an opportunity to play a central role in strengthening the Queensland Greens as an effective, sustainable and campaign-ready political organisation.

About you

This is a distinctive senior leadership role requiring a strategic thinker, confident organisational leader, skilled diplomat and politically astute decision-maker.

You will bring demonstrated experience leading complex organisations, campaigns or strategic operations, together with the ability to work effectively within democratic governance structures and across diverse stakeholder groups.

You will be comfortable balancing long-term organisational strategy with immediate political and operational pressures. You will have strong judgement, excellent communication skills and the ability to identify and manage organisational, financial, regulatory, and political risks.

You will be able to build trust across elected representatives, governance bodies, staff, branches, campaign teams and volunteers, while providing clear leadership and accountability to senior staff.

The role requires flexibility, including the capacity to work evenings, weekends and extended hours during election campaigns or periods of significant organisational activity or risk.

If you are motivated by building organisational power, strengthening campaign capacity and contributing to the growth of the Greens movement in Queensland, this is an opportunity to make a significant contribution.

In this role you will:

- Lead the Queensland Greens staff team and provide strategic oversight of the organisation's operations, campaigns and organisational development.
- Lead the development, implementation and monitoring of strategic and operational planning in collaboration with State Council, Management Committee, Queensland Campaign Committee and other relevant party stakeholders.
- Oversee the development of organisational and statewide campaign budgets, financial planning and cashflow management in collaboration with the Finance Manager, Treasurer and relevant governance bodies.
- Oversee the implementation of projects and priorities required to achieve the goals set through the party's strategic, campaign and operational plans.

- Oversee the implementation of decisions made by State Council, Management Committee, Queensland Campaign Committee and other relevant governance bodies, ensuring agreed priorities are carried through into the organisation's work.
- Provide professional advice, strategic reporting and executive support to the Convenor, State Secretary, governance bodies and other party leaders as required.
- Lead the development, implementation and monitoring of state, federal and local election and campaign strategies, working closely with the Queensland Campaign Committee, campaign staff, elected representatives and the Australian Greens.
- Ensure the organisation maintains the systems, resources and organisational capacity required to retain existing representation, pursue opportunities to win additional representation and remain ready for future election cycles.
- Ensure compliance with relevant electoral, financial, workplace and other regulatory obligations, including oversight of organisational risk, regulatory reporting and engagement with electoral commissions and other regulatory bodies.
- Oversee the development, implementation and monitoring of organisational policies, procedures, governance controls and risk-management systems.
- Lead and support the senior staff team, with direct responsibility for the Compliance Manager / Senior Accountant, Campaign Manager, Finance Manager and Office and Membership Services Manager, while ensuring operational responsibilities are appropriately delegated.
- Build strong and effective working relationships across the Queensland Greens, including with governance bodies, branches, elected representatives and their staff, campaign teams, members, volunteers and the Australian Greens.
- Lead a positive, collaborative and sustainable organisational culture, supporting staff development, leadership capability and the long-term strength of the organisation.
- Provide leadership and organisational coordination during significant political, electoral, financial, legal or operational challenges, including complex complaints, disputes and misconduct matters where required.
- Represent the Queensland Greens in senior organisational, political, operational and regulatory contexts.
- Undertake other duties consistent with the seniority and purpose of the role as required.

Selection Criteria

Essential

- Demonstrated experience in senior organisational leadership, campaign management, strategic operations or a comparable senior leadership role.
- Demonstrated experience leading complex organisations, projects, campaigns or operational systems.
- Strong strategic planning and organisational development capability.
- Demonstrated experience working effectively within complex governance and decision-making environments.
- Demonstrated experience in political campaigning, electoral strategy or campaign management.

- Strong political judgement, strategic thinking and risk management capability.
- Demonstrated experience managing complex budgets across multiple cost centres or organisational priorities.
- Demonstrated ability to coordinate multiple teams, stakeholders and competing priorities.
- Strong understanding of governance, compliance and organisational accountability systems.
- Demonstrated experience managing complex or high-pressure organisational situations.
- Highly developed leadership, communication and stakeholder management skills.
- Demonstrated ability to build effective working relationships across diverse organisational structures.
- Strong understanding of, and commitment to, Greens values, democratic organisational structures and political priorities.

Highly desirable

- Experience working with elected representatives or parliamentary offices.
- Experience working within a membership-based, volunteer-led or not-for-profit organisation.
- Experience managing organisational risk, regulatory compliance or governance matters.
- Experience leading organisational change and development.
- Experience working with distributed teams, branches or volunteer structures.
- Knowledge of Queensland electoral funding and regulatory requirements, or demonstrated capacity to rapidly acquire this knowledge.
- Knowledge of the operations, governance structures and processes of the Greens.

Relationship to others

Reports to: Queensland Greens Convenor

Works closely with:

Queensland Greens Convenor; State Secretary; Management Committee; Queensland Campaign Committee; senior operational staff; branches; campaign leadership teams; elected representative offices; Leaders Office; Australian Greens; regulators and relevant external stakeholders.

Directly supervises:

- Compliance Manager / Senior Accountant
- Campaign Manager
- Finance Manager
- Office and Membership Services Manager

Hours and working arrangements

This is a senior leadership position requiring flexibility to respond to organisational, campaign and political priorities.

The successful candidate will be expected to work outside standard business hours, including evenings and weekends, particularly during election campaigns and periods of significant organisational activity or heightened risk.

Conditions

Position Title	State and Campaigns Director
Reports To	Queensland Greens Convenor
Employment Type	Permanent Full-time - 38 hours per week
Start Date	November 2026
Salary	\$150,000 + super
Superannuation	As per legislation
Probation	6 Months
Location	Queensland Greens State Office, Brisbane

How to apply

Applications should include:

1. A current CV
2. A statement of no more than 3 pages explaining why you are interested in leading the Queensland Greens and demonstrating the experience, political judgement and leadership you would bring to the role, with reference to the selection criteria.

Applications can be submitted to the Secretary - secretary@qld.greens.org.au - with the subject line: *Your Name* – Queensland Greens State and Campaigns Director Application

Applications close: 5pm 28 September 2026

Recruitment is expected to include shortlisting, an initial interview, and a final task-based interview.

If you would like a confidential discussion about the role or recruitment process before applying, please contact Lenore Keough, Queensland Greens Secretary at secretary@qld.greens.org.au

The Queensland Greens reserve the right to commence interviews and/or appoint prior to the closing date.