



Environmental Defenders Office

Cultural Narratives Lead – Position Description

EDO relies on our people to use their skills and experience to provide the best possible support to our clients and other staff. While this job description aims to outline the fundamental reason the role exists, the role may evolve as EDO evolves.

If you see a way to play to your strengths in a way that achieves EDO outcomes, please don't be limited to this list. We have important work to do and need everyone to be operating at their best.

Job title: Cultural Narratives Lead

Reporting to: Head of Marketing and Media with frequent interactions with the Director – First Nations

Special Requirements:

- This is an Identified Position – It is an occupational requirement that this position be filled by an Aboriginal and/or Torres Strait Islander person.
- Travel will be required to fulfill this role.

Purpose of the position

Since time immemorial, First Nations and Indigenous peoples have been taking care of their Countries in Australia and the Pasifik. These deep understandings, knowledges and experiences are critical to maintaining the health and vitality of Australia and Pasifika's unique wildlife and ecosystems. EDO respects these great knowledges, and strongly believes that EDO cannot achieve a world where nature thrives without working alongside First Nations and Indigenous peoples.

EDO has established an Indigenous-led First Nations Program to support First Nations peoples to protect their Country in Australia and the Torres Strait Islands, and centre understanding of – and respect for – First Nations perspectives in our work. This program has also built the infrastructure within EDO to sustain, whilst continuously improving, culturally safe work practices for all team members, but specifically First Nations team members.

EDO recognises that story is a key medium through which First Nations knowledges are held and transmitted and that the communication of our work alongside First Nations communities requires specialist knowledges and lived experiences.

The First Nations Cultural Narrative Specialist will work as part of the Fundraising, Marketing & Media team, but will have the autonomy to shape this specific area of EDO's communications. The role will build and maintain relationships with First Nations communities that EDO works alongside to steer and create culturally appropriate content to celebrate, and at times, create greater awareness of First



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Nations' stories of protecting Countries and cultures, with the community's lead.

This role will promote a deeper understanding of why and how First Nations' people are protecting Country and culture amid our supporters, the media and the wider community. The First Nations Cultural Narrative Specialist will work to deepen EDO's relationships with First Nations communities, nurturing partnerships built on trust, respect and innovation in storytelling.

Key responsibilities & duties

- Work with the Fundraising, Marketing and Communications (FMC) to develop and execute high quality communications and media campaigns about our work with First Nations peoples and communities.
- Work with the FMC team to identify the key cases and moments that will be the focus of your work.
- Create and manage a communications strategy that will see EDO become a long-lasting part of First Nations community media across the continent.
- Meet with First Nations clients online and in-person and build partnerships with communities in order to empower them to tell their stories.
- Use a suite of tools – digital, print, audio/visual, social media - to innovate and develop new ways to create space to enable First Nations clients to use their power to tell their stories.
- Work with the fundraising team to appropriately integrate these stories into our campaign and fundraising strategy.
- Ensure the work of the First Nations Program and our work with First Nations clients is prominently featured on EDO's website and kept up-to-date.
- Advise the FMC team on language and visual style & usage as it applies to our work with First Nations communities.

All staff have a responsibility to:

- Develop and maintain a good knowledge of EDO's role and policies.
- Represent EDO in a positive and effective manner by actively demonstrating EDO Values.
- Attend, and contribute actively and constructively at staff meetings.
- Maintain appropriate records, assist with office administration, such as files, computer and precedent systems.



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- Seek opportunities for personal and professional development, particularly related to the team and position's specific areas of responsibility.
- Respond to requests by clients and fellow staff in a knowledgeable, professional, constructive and respectful manner.
- Provide accurate and timely data and information for reporting, fundraising and communications purposes.

Commitment to EDO's values:

Commitment

- We are committed to a united organisation, to each other, to collaboration, to justice, to our communities and to creating a world where nature thrives.
- We are committed to providing excellent legal services and resources, informed by the best available science, in order to empower clients and communities.
- We are committed to improving our planet and society.
- We care for EDO's clients and stakeholders.
- We are fearless in the face of adversity, and care for each other as we face this adversity.

Diversity

- We respect First Nations Peoples' knowledges and experiences, and work with them to protect their Countries and cultures.
- We acknowledge that Western law has not always been just.
- We are respectful of and welcome diversity of staff, volunteers, offices, environmental regions, communities, stakeholders.
- We dedicate ourselves to understanding the diversity of our people and culture.
- We welcome and respect our own differences and learn from them, and collaborate to achieve our greatest potential.
- We are great lawyers and great people, with open hearts and open minds.
- We respect the different places our stakeholders come from and strive to help them, even if their worldviews don't align completely with ours.

Integrity



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- We work effectively, efficiently, strategically, professionally and ethically; “justice is in our nature”.
- We are truthful with ourselves and others.
- We are nonpartisan and inspire trust in our clients, stakeholders and government.
- We respect the world's resources and make maximum productive use of the resources entrusted to us.

Vision

- We lead change and environmental empowerment using innovation, creativity, and courage.
- We expand the boundaries with creativity and skill, pioneering new legal pathways to a healthier, safer world and inspiring others.
- We are inquisitive, curious and persistent: exploring new ideas and embracing change.
- We boldly challenge the status quo while providing solutions to our most pressing challenges.