



Job Title:	Caring for Country – Operations Manager		Position No:	N15
Group:	Land and Sea Management		Service Area	Caring for Country - Operations
Classification Level:	Management (Service Area)			
Reports to:	General Manager Land and Sea Management	Direct Reports:	Regional Coordinator/s (x4) Adaptive Management Coordinator	
Special Measures:	Yes - <i>Priority Consideration Aboriginal and/or Torres Strait Islander Positions</i>			
Location:	Darwin / Katherine	Date Approved:	April 2025	

POSITION OVERVIEW

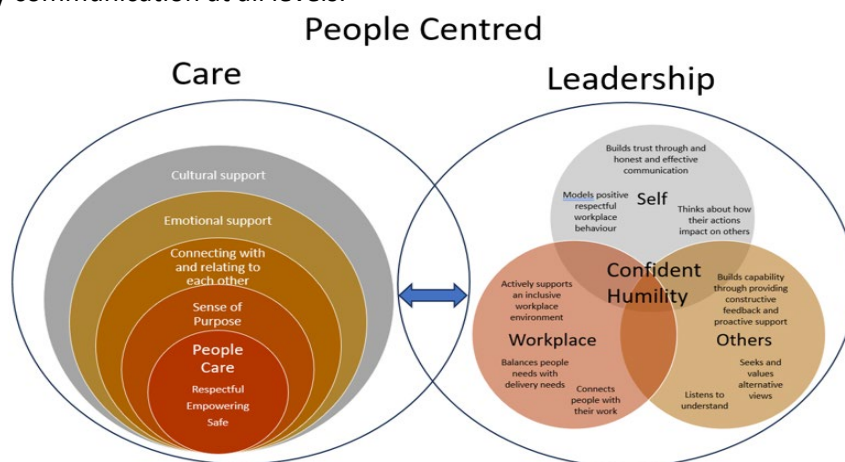
The Caring for Country (CFC) Program currently supports the work of fourteen (14) Indigenous Ranger Groups across the Northern Territory to largely support the passing on of knowledge from Elders to the next generation and Care for Country so it remains strong, healthy and protected. The position will work closely with the General Manager – Land and Sea to implement key reforms to strengthen and build the future prosperity of Caring for Country.

The CFC Operations Manager is responsible and accountable for ensuring CFC ranger programs operate in accordance and in alignment with the CFC Strategic Plan to achieve outcomes that reflect the unique priorities, aspirations and needs of Traditional Owners (TOs) and their communities. The role will supervise the Regional Coordinators and the Adaptive Management Coordinator in delivering localised ranger programs responsive to the cultural, environmental and social goals of TOs by combining traditional knowledge with contemporary practices to achieve sustainable land, sea and freshwater management outcomes.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

LEADERSHIP

- Lead by example as a motivating force in NLC's representative role, our statutory functions and program funding to drive the operational delivery of the CFC's strategic priorities.
- Actively contribute to the overall culture of the NLC and CFC operational teams by adopting the principles of the NLC People Centred Care and Leadership model, enabling positive contributions to enhance employee engagement and job satisfaction across the Service Area.
- Lead, motivate, develop, and empowers the CFC Operational Service teams to achieve CFC strategic priorities and objectives, within a framework that drives accountability and achievement.
- Ensures Section leaders have a clear understanding of their responsibilities, and encourage open and honest, two-way communication at all levels.





STRATEGY

- Implementing approved strategies across the Ranger Programs to ensure the CFC is performing to a best practice model of policies and procedures in delivery of the CFC programs in accordance with our funding agreements and organisational obligations.
- Ensure the section leaders develop time bound, action-oriented work plans in accordance with the strategic direction, across the Ranger teams to ensure the achievement of the stated priorities.
- Actively support integration and innovation of operational strategic planning in the ranger programs
- Foster a spirit of cooperation and mutual support between the operational areas and other business areas related to the program.

STAKEHOLDER ENGAGEMENT / RELATIONSHIPS and ADVOCACY

- Cultivate and maintain collaborative relationships with Traditional Owners (TO) to support the NLC TO centric relationship model where applicable within your service remit.
- Build and maintain relationships with all relevant key stakeholders (including) government agencies to ensure compliant and effective delivery of the strategic and other benefits of service area funding received.
- Actively assist and implement any change agendas and continuous improvement; informed by the views of the Council, constituents and the Senior Leadership Team (SLT), proactively facilitating ongoing commitment to our key stakeholders.

SERVICE DELIVERY

- Manage and oversee and ensure the effective, compliant and performance-based operational service delivery of the following areas: -
 - Gulf Savanna Region (Timber Creek, Wardaman, Wagiman)
 - Darwin Daly Region (Kenbi, Bulgul, Malak Malak and Wagiman)
 - Arnhem Region (Numbulwar, Ngukurr, Mardbalk, Garngi and Njanjma)
 - Borroloola/Barkly (Waanyi Garawa and Elliott)
 - CfC Adaptive Management Coordination
- Ensure all regional sections and individual Ranger teams are adhering to all relevant compliance, governance, legislative, business and budgetary requirements.
- Champion the implementation of new CFC ranger programs, ensuring they are based on free prior and informed consent and underpinned by robust governance mechanisms
- Manage and monitor CFC operational and financial performance outcomes, ensuring funding is acquitted and where commercial activities are occurring.
- Complete all operational reporting requirements in accordance with our funding obligations and other external / internal reporting, ensuring they are delivered to standard within the required timeframes.
- Work closely with Education Pathways and People and Culture team to develop and implement programs and avenues that provide for pathways to employment and ongoing career progression of Indigenous rangers.
- Provide high-level operational and technical advice in order to solve operational problems or address critical issues that can occur in the ranger team context.
- Drive the Adaptive Management Framework (monitoring, evaluation, reporting and improvement), ensuring that these processes are embedded into ranger operations in line with Health County Planning Principles
- Assist with attaining and adhering to any obligations arising from the enterprise risk management framework as relevant to CFC.
- Oversee the review and subsequent development, implementation and maintenance of fit-for-purpose policies, procedures and processes to maintain effective and efficient service delivery and business continuity in all sections within your remit.



PEOPLE MANAGEMENT

- Foster and maintain a People Centred Care management culture ensuring all people management practices are adhered to in accordance with our leadership model, policy, process and using best practice methodologies and pathways across the Service Area.
- Maintain accountability and responsibility for:
 - recruitment of leadership and other critical positions within the team
 - the performance management of direct reports in accordance with the position requirements, NLC's organisational objectives
 - nurturing and developing talent, business continuity plans and workforce succession planning
 - actively supporting relevant Learning and development activities to enhance the service delivery of your team
- Champion and drive key transformative people related initiatives that are designed to enhance ranger team competency and culturally safe practices.

WORK HEALTH AND SAFETY

- Lead by example and cultivate a work culture and environment that prioritises the wellbeing, health and safety of both our staff and constituents embracing our people centred care and leadership framework.
- Maintain Service Area compliance with, and provide a safe working environment in accordance with, the NLC WH&S Management System and associated policies, procedures and plans ensuring you are fulfilling your duty of care in accordance with the legislative requirements.
- Actively review and investigate critical as well as non-critical incidents and other hazards or risks identified in a responsible and timely manner and support organisational initiatives.

Our Land, Our Sea, Our Life



POSITION REQUIREMENTS

ESSENTIAL REQUIREMENTS

- Minimum of five (5) years' relevant practical business and leadership experience in managing field-based programs in natural resource management or conservation
- Minimum of three (3) year's senior operational management experience in remote settings
- Experience in delivering training, capacity building and mentoring staff in remote settings
- Experience managing logistical challenges in remote or regional areas
- Demonstrated high level cross-cultural, interpersonal and verbal communication skills with an ability to effectively liaise, engage and coordinate across an array of stakeholders (internal, traditional owners and external organisation) to build productive working relationships
- Ability to manage business operations such as corporate and operational planning, managing budgets, reporting, monitoring grant funding, improving business outcomes
- Ability to organise competing priorities and drive deliverables in remote locations
- Sound computer literacy skills in Microsoft Office Suite and other relevant software programs
- Flexibility and resilience to live or travel extensively in remote NT communities
- A current NT drivers' licence.
- Ochre card (Working with children clearance)
- and National Police Check

DESIRABLE REQUIREMENTS

- Degree in Business, Land Management, Community Development or another relevant field
- Demonstrated understanding of, and interest in, the lived experiences of Aboriginal people in the NLC region
- Knowledge and understanding of the relevant legislation affecting Aboriginal land and sea management including the Aboriginal Land Rights (Northern Territory) Act 1976 (Cth.) and the Native Title Act 1993 (Cth.)