



Position Title:	Legal Practice Manager – Resources & Energy Major Projects	Position No:	L40
Group:	Land and Law	Service Area	Legal Services
Classification Level:	Management (Section)		
Reports to:	Principal Legal Officer	Direct Reports:	Resources, Energy & Major Projects Legal team
Special Measures:	<i>Yes - Priority Consideration Aboriginal and/or Torres Strait Islander Positions</i>		
Location:	Darwin	Date Approved:	April 2025

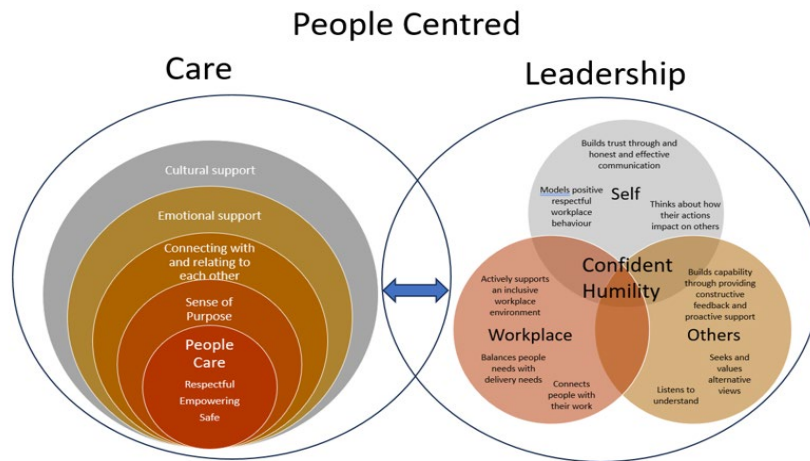
POSITION OVERVIEW

The Legal Practice Manager (Resources, Energy & Major Projects) is responsible, in consultation with and under the direction of the Principal Legal Officer, for overseeing and managing the NLC's resources, energy & major projects legal practice under both the *Aboriginal Land Rights (Northern Territory) Act 1976* (Cth) (**ALRA**) and the *Native Title Act 1993* (Cth) (**NTA**). The primary focus of the role is to ensure the resources, energy & major projects legal team provides high quality, culturally competent legal services to the NLC and its constituents to secure, protect and advance the rights and interests of Aboriginal people in significant projects over their land, sea and waters. The role also provides leadership and supervision to other lawyers in the legal team with carriage of, resource and energy-related matters relating to future act negotiations under the NTA, such as NTAs 31 agreements, Indigenous Land Use Agreements and expedited procedure, and related dispute resolution, as well as matters under the ALRA. It may also carry a case-load of more complex matters.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

LEADERSHIP

- Lead by example and demonstrate commitment to quality legal services delivery under the remit of Resources and Energy (R&E) projects and in alignment with project requirements, NLC's vision, mission and values.
- Actively contribute to the overall culture of the NLC by adopting the principles of the NLC People Centred Care and Leadership model, enabling positive contributions to enhance employee engagement and job satisfaction with the section.
- Lead, motivate, develop, and empower the team members to deliver legal services in accordance with the Resource, Energy & Major Projects priorities and section objectives within a framework that drives accountability and achievement.
- Ensure section team staff have a clear understanding of their responsibilities, and encourage open and honest, two-way communication at all levels.



STRATEGY

- Assist with the review and assessment of the NLC's legal services practices in order to identify new strategies, initiatives, and innovative courses of action to foster a culture of continuous improvement.

STAKEHOLDER ENGAGEMENT / RELATIONSHIPS

- Cultivate and maintain collaborative relationships with Traditional Owners (TO) to support the NLC TO centric relationship model and section deliverables.
- Maintain effective relationships as relevant to R&E services with Aboriginal Land Trusts, Prescribed Bodies Corporate and other Aboriginal associations
- Build and maintain relationships with all relevant proponents, government agencies and other internal and external stakeholders to ensure compliant and effective delivery of Resources, Energy & Major Projects legal services.

SECTION OPERATIONS

- Develop and implement appropriate systems for managing and monitoring the NLC's Resource, Energy & Major Projects legal practice.
- Supervise NLC lawyers in the making and implementation of Resource, Energy & Major Projects agreements under the ALRA and NTA.
- Collaborate effectively with the other Legal Practice Managers to manage the Resource, Energy & Major Projects work of each NLC lawyer.
- Collaborate effectively and work cooperatively with the NLC's Resources & Energy (non-Legal) team to prioritise matters, provide legal and strategic advice, coordinate and manage shared resources and budgets and work to manage expectations of external stakeholders.
- Oversee the regular preparation and presentation of agenda papers for the NLC's Executive Council and Full Council, Regional Council or native title holders' prescribed bodies corporate.
- Prepare budgets for Resource, Energy & Major Projects, monitor compliance with those budgets, ensuring that funds are expended appropriately and efficiently.
- Act as the legal representative of:
 - Aboriginal people and groups claiming to have a traditional claim to land or compensation in respect of an area of land or waters within the area of the NLC;
 - Aboriginal people and groups and, where relevant, Aboriginal Land Trusts, Prescribed Bodies Corporate and other Aboriginal associations in relation to the use, management, occupation or development of their lands and seas;
 - NLC in the negotiation of exploration, mining and production agreements under the ALRA and the NTA;

- Aboriginal people and groups in relation to the protection of sacred sites; and
- Aboriginal people and groups in relation to fulfilling their aspirations for self-determination and social, cultural, economic and environmental development.
- Provide legal advice on matters in connection with the general administration and management of the NLC, Aboriginal Land Trusts, Prescribed Bodies Corporate and other Aboriginal associations.
- Work as a member of a multi-disciplinary team to ensure the effective delivery of NLC's statutory functions under ALRA and NTA.
- Maintain awareness of all laws and legislation of the Commonwealth and the Northern Territory which affects the functions of the NLC.
- Develop the NLC's precedents for R&E matters, including agreement templates and continuing improvement of processes for cost recovery, project management, stakeholder management and negotiation tools.

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 under the guidance of senior leadership and P&C Advisory services.
- Maintain accountability and responsibility for:
 - recruitment of vacant positions in the section
 - the performance management of direct reports in accordance with the position requirements and NLC's organisational objectives
 - the rostering of resources, timesheets and leave approval
 - actively supporting relevant Learning and development activities to enhance the service delivery of your team
- Assist with the implementation of key transformative people related initiatives that are designed to guide the NLC into a space of contemporary 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 our staff people centred care and leadership framework.
- Maintain Section team compliance 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 support the review and investigation of critical as well as non-critical incidents and other hazards or risks identified in a timely manner.
- Promote and support organisational work health and safety initiatives.

Our Land, Our Sea, Our Life

POSITION REQUIREMENTS

ESSENTIAL REQUIREMENTS

- Bachelor of Law or equivalent and admission to legal practice in a Supreme Court of a State or Territory of Australia.
- At least five (5) years post-admission experience in resources and energy, litigation, corporate and commercial or environment and planning law.
- Minimum of two (2 years) experience in the management and development of a team
- Comprehensive understanding of the *Native Title Act 1993* (Cth) and the laws affecting the NLC and its constituents.
- 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
- Sound time management and organisational skills, including a demonstrated capacity to perform under pressure, effectively manage a busy workload, and consistently meet deadlines.
- Ability to progress complex matters and operate under broad direction with a high level of day-to-day autonomy.
- Current C Class Drivers Licence and the ability and willingness to undertake remote travel in a manual 4WD vehicle or light aircraft.

DESIRABLE REQUIREMENTS

- Demonstrated understanding of, and interest in, the lived experiences of Aboriginal people in the NLC region.
- Demonstrated ability to identify, manage, negotiate/conciliate and resolve complex disputes.

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