



Job Title:	Strategy and Advocacy Manager	Position No:	DS20
Group:	Governance, Strategy & Communication	Service Area	Strategy and Advocacy
Classification Level:	Management - Service Area		
Reports to:	General Manager Governance, Strategy and Communication	Direct Reports:	Senior Policy and Advocacy Officer; Senior Remote Housing Reforms Engagement Officer
Special Measures:	Priority Consideration Aboriginal and/or Torres Strait Islander Positions		
Location:	Darwin	Date Approved:	October 2025

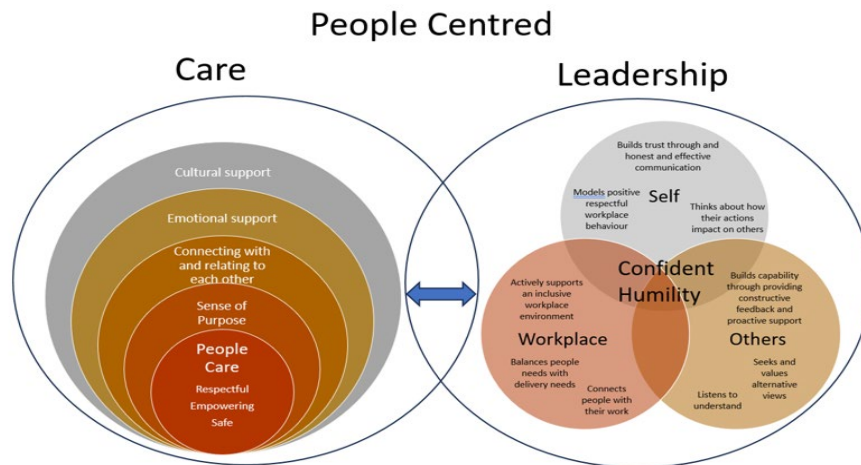
POSITION OVERVIEW

The Strategy and Advocacy Manager is responsible for leading the service area that research, develop, consult on and advocate for Northern Land Council (NLC) policy positions. This position will expertly navigate complex policy issues and competing interests to effectively influence government policy and legislation to advance the rights and interests of Aboriginal people in the NLC region. This involves coordination and consultation with NLC members, NLC staff, external stakeholders and community members. This role will ensure that the NLC's statutory function to advocate for Aboriginal People within our region is well structured, disciplined and organised in order to keep Council informed of policy changes, status of the implementation of government policy initiatives and the impact of the NLC's advocacy activity. This position will explore new opportunities to improve the NLC's advocacy function and ensure NLC policy positions are evidence based, supported by research and lived experiences of the NLC's constituents.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

LEADERSHIP

- Lead by example as a motivating force in NLC's representative role, advocacy role and our statutory functions and drive delivery on the NLC's vision, mission, values and strategic priorities relevant to the Service Area deliverables.
- 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 across the Service Area.
- Lead, motivate, develop, and empower team members to achieve NLC strategic priorities, organisational and service area objectives, within a framework that drives accountability and achievement.
- Ensures staff members and / or unit leaders have a clear understanding of their responsibilities, and encourage open and honest, two-way communication at all levels.



STRATEGY

- Develop internal policy positioning advice for the CEO, the Chairperson and Full Council on issues that are relevant to our regions and their constituents in areas that support closing the gap such as social, environmental, housing and health.
- Maintain currency on the political landscape, reporting on upcoming agendas in order to inform and support the NLC in advocating for Legislative and policy reform to improve outcomes for Aboriginal people in the NLC region.
- Continue to review and assess the Service Areas in order to identify new strategies, initiatives, and innovative courses of action to foster a culture of continuous improvement, implementing approved strategies to ensuring the NLC is optimally leveraging opportunities and implementing best practice policies and procedures in accordance with our statutory function.
- Actively support integration and innovation of strategic planning across the organisation and to foster a spirit of cooperation and mutual support between operational areas in the pursuit of NLC service outcomes.

STAKEHOLDER ENGAGEMENT / RELATIONSHIPS and ADVOCACY

- Cultivate and maintain collaborative relationships with Council, Traditional Owners (TOs), relevant levels of Government and associated agencies and other relevant stakeholders to ensure effective advocacy channels are maintained and utilised in the best interests of our constituents.
- Liaise internally with Senior and Service Area Management and teams in order to ensure a holistic approach to the development of NLC policy positions, which respond to the needs of all NLC regions.
- Participate in advocacy activities and proactively identify opportunities for grants, partnerships and collaborations that would benefit the Service Area and our outcomes for our constituents.
- Collaborate and network with external consultants and relevant bodies on projects that support our policy positions and provide effective avenues for advocacy.
- Maintain close linkages with relevant Aboriginal organisations at local and national level.
- Actively assist and implement any change agendas and continuous improvement; informed by the views of the Council, constituents and the Senior Management Team

SERVICE DELIVERY

- Lead, coordinate and monitor the performance of the strategy and advocacy team, the remote housing team and all associated outcomes ensuring our policy position is reflecting NLC priorities.
- Research, analyse and review complex policy issues, identifying emerging issues, developing evidence-based options, and recommended options that support the NLC and its constituents.



- As required prepare reports, submissions, discussion papers, and position papers on relevant issues for the Chief Executive Officer, Senior Management Group, Chairperson, Executive and Full Council.
- Initiate, plan and coordinate projects and research that contributes to strengthening the NLC advocacy position and where relevant to the running of effective advocacy activities.
- Oversee work plans and reporting on specific policy and engagement projects, and where appropriate manage the project life cycle.
- Prepare and coordinate NLC policy positioning contributions and submissions to Council and Parliament, or other Government entities.
- Assist with advocacy activities and where possible or relevant identify and report on opportunities for grants, partnerships and collaborations.
- Consult with other Managers and teams that Support TOs and Native Title holders to represent and protect their rights and interests in policy and law reform.
- As requested represent the NLC on appropriate committees and or meetings.
- Drive and implement action / business plans within the section to support the achievement of NLC strategic priorities and direction
- Ensure all team members are adhering to all relevant compliance, governance, legislative and budgetary requirements within their operational delivery.
- Complete all reporting requirements in relation to your Service Areas statutory obligations and that other internal reporting requirements to standard within required timeframes.
- Manage and monitor the Service Areas operational and financial performance and report accordingly.
- Assist with attaining and adhering to any obligations arising from the enterprise risk management framework.
- Oversee the review and subsequent development, implementation and maintenance of policies and procedures to maintain effective and efficient service delivery and business continuity.

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 and 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 guide the NLC into a space of contemporary and culturally safe practice.

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

- Degree level qualification in Social Sciences, Political Sciences, Law or related fields or equivalent work experience in a similar senior policy / advocacy role.
- Minimum of three (3) years leadership/ supervisory experience of a team and function.
- Minimum of five (5) years' relevant practical experience in policy / advocacy / community engagement.
- A high level of cross-cultural competency, interpersonal and verbal communication skills with an ability to effectively liaise, engage and coordinate across an array of stakeholders (internal, TOs and external organisations) to build productive working relationships
- Sound knowledge and understanding of political, legislative and Government frameworks and local and national issues as they affect the NLC.
- Sound written communication skills which include experience in preparing complex reports, briefings and other materials, including but not limited to submissions, business communication and reporting.
- Sound computer literacy skills in Microsoft Office 365
- A current NT drivers' licence and ability to travel to remote locations.

DESIRABLE REQUIREMENTS

- Demonstrated understanding of, and interest in, the lived experiences of Aboriginal people in the NLC region.
- Knowledge of the Aboriginal Land Rights (Northern Territory) Act 1976, Native Title Act 1993, Public Governance, Performance and Accountability Act 2013 (PGPA Act) and other relevant legislation, or the ability to quickly acquire such knowledge.