



Job Title:	Manager - Business Strategy and Performance - Land and Sea Programs	Position No:	N84
Group:	Land and Sea Management	Service Area:	Caring for Country
Classification Level:	Management (Service Area)		
Reports to:	GM – Land & Sea Management	Direct Reports:	Manager Learning on Country (LOC), Adaptive Management Coordinator, Senior Administration Officer, CFC Cultural Advisor
Special Measures	<i>Yes - Designated or Priority Consideration Aboriginal and/or Torres Strait Islander Positions</i>		
Location:	Darwin	Date Approved:	October 2025

POSITION OVERVIEW

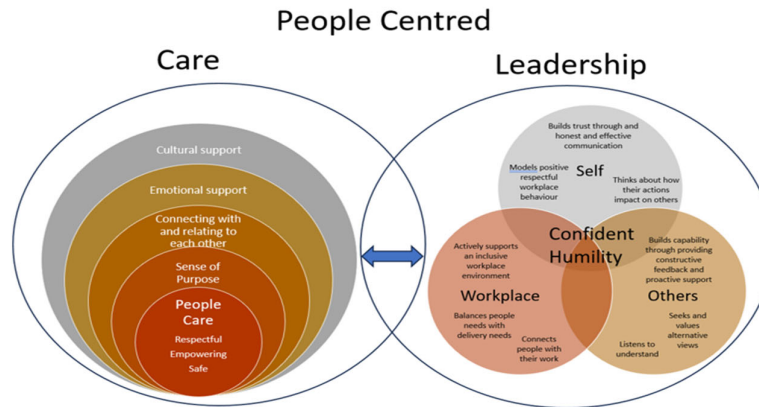
The *Manager – Business Strategy and Performance* is a senior leadership role within the Land and Sea Management group. This role is responsible for strengthening the business systems, reporting, governance, and strategic operations that underpin the Caring for Country (CFC) and Learning on Country (LoC) Programs. The role supervises a team delivering core enabling functions, while building program-wide capacity in business acumen, performance reporting, and continuous improvement.

Working closely with the CFC Operations Manager and reporting to the General Manager – Land and Sea Management, the role drives the implementation of the CFC Strategic Plan 2024–2029 and the LoC Program Plan. It supports the programs' growth and sustainability by overseeing business planning, contract and funding compliance, adaptive management coordination, stakeholder engagement, monitoring and evaluation, and workforce capability. The position oversees administration functions with a focus on effectively delivering remote area services and a dispersed workforce.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

LEADERSHIP

- Lead by example in representing the NLC's vision, values and strategic direction, ensuring programs operate in line with our statutory responsibilities and community obligations.
- Drive alignment of business systems with CFC and LoC program goals to enable long-term success and accountability.
- Build strong cross-functional links between operational delivery and enabling services (e.g. Finance, WHS, Governance, P&C).
- Contribute to the organisational leadership agenda by adopting and modelling the People Centred Care and Leadership approach across the service area.



STRATEGY

- Lead implementation of strategic initiatives and business reforms aligned with the CFC Strategic Plan 2024–2029 and the LoC Program Plan and the NLC Regionalisation (Building the Bush) strategy.
- Oversee integrated planning, risk management, and reporting frameworks that align operational work plans with strategic goals.
- Identify opportunities and develop strategies to support growth and sustainability across both programs.
- Collaborate with enabling teams to drive innovation, efficiency, and data-informed decision-making across both programs.

STAKEHOLDER ENGAGEMENT

- Build and maintain effective relationships with Traditional Owners, recognising their decision-making role and ensuring programs are responsive to their priorities.
- Support consultative processes to ensure Traditional Owner perspectives are embedded in planning, review and improvement cycles.
- Manage relationships with funding bodies and program partners, providing accurate advice on contracts and performance.
- Work closely with NLC's internal support areas to ensure collaboration on governance, finance, risk, and compliance requirements.
- Oversee communication strategies for the CFC and LoC programs, coordinating internal and external communications in collaboration with NLC Media.
- Represent CFC and LoC programs in business improvement, governance and evaluation forums, including interagency and philanthropic engagements where required

SERVICE DELIVERY

- Lead and manage core business functions that support operational delivery across CFC and LoC, including:
 - Contract and grant management systems and compliance tracking.
 - Fundraising and investment strategy development.
 - Monitoring, Evaluation, Reporting and Improvement (MERI) frameworks across both programs.
 - Oversight of the Adaptive Management Unit, including digital tools and knowledge systems.
 - Business risk management and continuous improvement.
 - Internal policy and procedure development.
 - Strategic reporting and performance tracking.
 - Administration and project support services.
- Provide expert business leadership and mentoring across CFC and LoC by:
 - Advising senior managers on how enabling systems support strategic goals and effective delivery.
 - Building manager capability in performance reporting, aligned planning, and compliance.
 - Translating strategy into practical systems and workflows that strengthen operational delivery.



- Leading group-wide business improvements to enable integrated planning, performance, and sustainability.
- Embed MERI frameworks to support adaptive management and drive evidence-based decision making.
- Developing and implementing improved business support frameworks focused on a remote workforce delivery including management of the administrative support functions of CFC to deliver workforce development of the Ranger teams.

PEOPLE MANAGEMENT

- Lead a multidisciplinary team to deliver business functions that support both CFC and LoC.
- Promote a workplace culture aligned with the People Centred Care and Leadership framework, ensuring culturally safe and respectful practices.
- Ensure 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 for recruitment, onboarding, performance management, and staff development.
- Build team capability through coaching, development planning and succession management.

WORK HEALTH AND SAFETY

- Lead by example in cultivating a work environment that prioritises wellbeing, health and safety
- 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.

SERVICE AREA LEADERSHIP CAPABILITY FRAMEWORK



Accountability and Execution		
Capability	Manage complex and non-complex Service Area priorities at a using contemporary (proactive) and traditional (reactive) approaches to service delivery	
What this looks like	<i>Provide a strategic level of specialist, professional and/ or technical expertise to primarily internal stakeholders on potentially complex, sensitive and contentious matters. Drive a shared sense of purpose and accountability for outcomes across the Service Area.</i>	<i>Translate organisational strategy into operational goals, encouraging innovative thinking and collaborative problem-solving to support forward-looking decisions and effective outcomes. Ensure service delivery complies with relevant policies, regulations, and legislative requirements.</i>
Collaboration and Influence		
Capability	Establish and foster collaborative relationships with internal and external stakeholders	
What this looks like	<i>Builds and sustains relationships with a network of key people internally and externally, leveraging influence to guide and shape decisions. Recognises shared agendas and works toward mutually beneficial outcomes.</i>	<i>Gathers and investigates information from a variety of sources, and explores new ideas and different viewpoints; finding opportunities to share information towards collaborative decision making.</i>
Planning and Direction		
Capability	Assess and explore various opportunities and mitigate or resolve obstacles to accomplish department goals that sustainably support the organisational strategic objectives.	
What this looks like	<i>Considers the impacts of a wide range of issues, capitalises on the expertise and knowledge to anticipate, prioritise and develop business plans using integrated and risk-based methods.</i>	<i>Monitors ongoing service performance, responding to change and uncertainty in a positive and flexible manner, with an approach of continuous improvement.</i>
People-Centred Leadership		
Capability	Model, lead and foster a workforce with shared values, based on proactive wellbeing, inclusivity and safe work culture.	
What this looks like	<i>Lead a culture that that prioritises the well-being of a diverse workforce. Model and lead a high-performance while navigating cross-cultural dynamics, maintaining values, conduct and performance standards.</i>	<i>Acts professionally and impartially at all times and operates within the boundaries of organisational processes. Encourages continuous learning, gives timely praise and recognition and addresses conflict and performance issues to ensure fair, equitable and sustainable outcomes.</i>
Judgement and Discretion		
Capability	Lead and foster effective decision making, taking onto account organisational risk in accordance with established management and governance systems.	
What this looks like	<i>Undertakes objective, critical analysis and distils the core issues. Presents logical arguments and draws accurate conclusions. Anticipates and seeks to minimise risks. Breaks through problems and weighs up the options to identify solutions.</i>	<i>Exercise sound judgement and discretion in complex and sensitive situations, balancing competing priorities and making decisions that reflect the best interests of the organisation and its stakeholders.</i>

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POSITION REQUIREMENTS

ESSENTIAL REQUIREMENTS

- Minimum 3 years in a senior leadership or program management role in a complex organisation or service delivery setting.
- Strong capabilities in business planning, contract management, financial oversight, and reporting systems.
- Sound knowledge of governance, risk, and compliance frameworks.
- Ability to lead cross-functional teams to deliver program or organisational outcomes.
- Experience managing large-scale funding agreements, including acquittals and reporting.
- Strong interpersonal and communication skills to partner effectively across internal teams, Traditional Owners, and stakeholders.
- Understanding of Aboriginal peoples' interests in land and sea management.
- NT driver's licence and willingness to travel remotely

DESIRABLE REQUIREMENTS

- Tertiary qualifications in Business Management or a related discipline
- Knowledge of the NLC region, and the role of Indigenous Rangers and Traditional Owners in land and sea management.
- Experience with government or philanthropic funding frameworks.
- Experience leading MERI frameworks or adaptive management systems.
- Experience in mentoring staff and building internal business capability across program teams.