



Position Title:	Program Manager – Gamba Eradication and Biodiversity Conservation Project	Position No:	NT01
Group:	Land and Sea Management	Service Area/Section:	Caring for Country
Classification Level:	Section Lead – SOGB		
Reports to:	Operations Manager- Caring for Country	Direct Reports:	Project Team
Special Measures:	N/A		
Location:	Darwin	Date Approved:	November 2025

POSITION OVERVIEW

The Program Manager- Gamba Eradication and Biodiversity Conservation Project position is responsible for the effective development, implementation and management of the Gamba Grass Eradication and Biodiversity Conservation Project (the Project).

The Project focuses on reducing the risks posed by gamba grass (*Andropogon gayanus*) to high priority biodiversity conservation values located in the gamba eradication zone in the NT. The Project will be guided by existing Northern Territory and Australian biodiversity conservation and weed management legislation and supporting legislative instruments.

Funded through the Australian Government, Department of Climate Change, Energy, the Environment and Water (DCCEEW), the NLC led project will work with key stakeholder to selectively eradicate gamba grass from the NT gamba eradication zone. A large amount of the project will occur on Aboriginal land and working with Indigenous Rangers. The Project is funded to operate to June 2027.

KEY RESPONSIBILITIES & ACCOUNTABILITIES

LEADERSHIP

- Lead by example and demonstrate commitment to the projects service delivery in alignment with NLC's vision, mission, values and business priorities.
- 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 team members to deliver in accordance with the project priorities, and section objectives, within a framework that drives accountability and achievement.
- Ensure service team staff have a clear understanding of their responsibilities, and encourage open and honest, two-way communication at all levels.

STAKEHOLDER ENGAGEMENT / RELATIONSHIPS

- Cultivate and maintain collaborative relationships with relevant key stakeholders where appropriate, including:
 - Traditional Owners (TOs) through engagement with the NLC Chair, Councilors or constituent base which supports the NLC TO centric relationship model.
 - Government agencies.
 - Internal service areas.
- Actively assist and implement any change agendas and continuous improvement as informed and required by the senior leadership in order to facilitate ongoing commitment to outcomes.



- Assist with advocacy activities and where possible or relevant and identify and report on opportunities for grants, partnerships and collaborations.

SECTION OPERATIONS

- Provide strong leadership, strategic planning and operational advice in the delivery of the Project to deliver culturally appropriate, strategic weed management and biodiversity conservation outcomes.
- Lead the development and implementation of the Project Plan and supporting guidelines; communications and management strategies, business processes and tools that will assist the GEBC Project to deliver strategic weed management outcomes.
- Manage the Project Team to ensure that it meets or exceeds project goals, collaboration and partnership expectations, whilst ensuring administrative transparency, financial accountability and grant and contract management requirements are complied with.
- Establish a Project Steering Committee and build and maintain internal and external networks, partnerships and the Project specific working groups.
- Work with the Project Team and Steering Committee to identify and sub-contract elements of the Project Management Plan.
- Actively work with program partners to support the development and implementation of teaching and learning initiatives that strengthen employment pathway approaches.
- Provide high-level strategic advice, advocacy, problem solving and critical issues management to NLC Management and the Project partners and stakeholders.
- Lead the development and implementation of the Project Monitoring and Evaluation (M&E) Framework and its broader application gamba management generally and the Indigenous Ranger Program specifically, ensuring its effectiveness is assessed in terms of Indigenous values and adaptive management processes.
- Ensure appropriate Secretariat support is provided to the GEBC Steering Committee so that members are provided with timely, effective and strategic advice to make decisions in the best interests of the Project.
- Ensure regular reporting, guided by the M&E Framework, of project progress and outcomes are communicated to NLC, DCCEEW, the Steering Committee.
- Comply with NLC policy and procedures at both an organisational and operational level, ensuring that appropriate standards and operational protocols are maintained at all times.
- Adhere to the NLC Code of Conduct and work in a manner which is professional, respectful, and collaborative to foster sound working relationships within your immediate team and the broader organisation.

PEOPLE MANAGEMENT

- Adhere to the NLC Code of Conduct and work in a manner which is professional, respectful, and collaborative to foster sound working relationships within your immediate team and the broader organisation.
- 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 practice whilst the NLC strives to realise its 'Activating Land and Sea Rights' and 'Building the Bush' strategies

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 centered 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

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POSITION REQUIREMENTS

ESSENTIAL REQUIREMENTS (Note these are must haves for shortlisting)

- Completion of Tertiary qualifications in Natural Resource Management, Conservation and Ecosystem Management or significant experience in a role related to invasive species management or related areas of expertise.
- Minimum of five (5) years' experience administering and managing a remote extension program or large projects including budgetary and contract management.
- Sound understanding of, and interest in, the lived experiences of Aboriginal people in the NLC region.
- High-level conceptual, analytical and problem-solving abilities to develop and implement best practice threat abatement management plans for remote, difficult to access locations.
- Effective communication and negotiation skills across a broad range of stakeholders (government and non-government) and in cross-cultural contexts.
- Sound computer literacy skills in Microsoft Office Suite and other relevant software programs
- A current NT drivers' license

DESIRABLE REQUIREMENTS (could or should haves)

- Basic understanding of existing natural resource management and biodiversity conservation plans on Aboriginal lands in the Northern Territory.
- Previous experience in developing and implementing an Evaluative Framework, including data management systems to manage quantitative and qualitative data.