



Position Title:	Recreational Fishing Lead	Position No:	N04
Group:	Land & Sea Management	Service Area:	Sea Country
Classification Level:	Senior Professional Officer-SPO		
Reports to:	Manager Sea Country Project	Direct Reports:	Nil
Special Measures:	<i>Yes - Priority Consideration Aboriginal and/or Torres Strait Islander Positions</i>		
Location:	Darwin	Date Approved:	September 2025

POSITION OVERVIEW

The NLC Sea Country Service Area works with Traditional Owners (TO's) in coastal and intertidal regions of the Northern Territory (NT). The main focus is to actively work towards progressing matters relating to Aboriginal waters and sea country more broadly within the Northern Land Council (NLC) region. The role provides support for advocacy and advancement of Aboriginal sea rights which were determined by the 2008 Blue Mud Bay High Court decision.

The recreational fishing lead is responsible for facilitating access, use and management arrangements for recreational fishing in Aboriginal Waters. This includes consultation with Traditional Owners on recreational fishing arrangements for their waters, implementation of organisational systems and frameworks, as well as guidance with the administration of recreational fishing permits. The position will be required to proactively engage with Aboriginal communities, Aboriginal rangers and the recreational fishing industry.

KEY RESPONSIBILITIES AND ACCOUNTABILITIES

LEADERSHIP

- Lead by example and demonstrate a commitment to the NLC's vision, mission, values and Code of Conduct
- Actively contribute to the overall workplace culture of the NLC by engaging with internal stakeholders to enable positive contributions that enhance program and constituent outcomes and maintain compliance with organisational wide policy and procedure.
- Lead by example and maintain compliance with, the NLC WH&S Management System and associated policies, procedures and processes ensuring you are fulfilling your duty of care in accordance with the WHS legislative requirements.

STAKEHOLDER ENGAGEMENT

- Cultivate and maintain collaborative relationships with Traditional Owners (TO) to support the NLC TO centric relationship model and program deliverables.
- Build and maintain relationships with all relevant government agencies and other internal and external stakeholder to ensure compliant and effective delivery of program deliverables.

PROGRAM OPERATIONS

- Lead, coordinate and monitor the units operational service outcomes and performance in accordance with operational plans and requirements.
- Prepare for, coordinate and lead consultations between Traditional Owners, Aboriginal groups and third parties on access, use and management arrangements relevant to recreational fishing in Aboriginal waters, including preparation of interim reports and finalising consultation outcome reports
- Assess and review components relevant to recreational fishing for NT Government long-term agreements and provide advice to Traditional Owners



- Ensure maps, terms and conditions of recreational fishing permits remain current, and coordinate compliance related activities associated with the issuing of recreational fishing permits
- Work closely with the NLC Permits and Compliance Team (PACT) to assist with recreational fishing related matters, including administration, monitoring and advice on recreational fishing and broader sea country permit matters, and ensure the maintenance and functionality of related systems align with organisation requirements and consultation outcomes
- Coordinate the development and Implementation of policies, guidelines, frameworks and systems relevant to recreational fishing in Aboriginal waters, in collaboration with other service areas, provide advice and recommendations for management endorsement, including supporting regular assessments and improvements of related processes to ensure alignment with organisational planning and strategic objectives
- Engage with the recreational fishing sector to investigate opportunities for recreational fishing access, agreements or partnerships, and marine resource management to support the aspirations of Aboriginal people
- Represent the Northern Land Council on advisory committees, forums and conferences relevant to Recreational fishing, including supporting Traditional Owners at such events
- Prepare, distribute and present public educational materials for Aboriginal people, Aboriginal rangers and the recreational fishing industry
- Prepare high level reports, briefings, submissions and correspondence for NLC executives, CEO, council members and external stakeholders as required
- 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.
- Perform any other reasonable tasks and duties that are required, that are within the scope of your position classification, service area and skill set as required.
- 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.
- Actively participate in performance enhancement processes and learning and development requirements of your role.
- Ensure your personal health and safety and that of others by undertaking your duties and tasks in a safe manner.
- Report all hazards and incidents to your direct supervisor immediately and complete all incident reporting requirements within the timeframes specified.

Our Land, Our Sea, Our Life



POSITION REQUIREMENTS

ESSENTIAL REQUIREMENTS

- Tertiary qualification in Project Management or relevant experience in related fields
- Minimum of three (3) years' relevant experience in community engagement and consultation.
- 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.)
- Demonstrated high level cross-cultural, interpersonal and verbal communication skills.
- Public presentations, facilitation with diverse groups with an ability to effectively liaise, engage and coordinate across an organisation and to build productive working relationships with work colleagues, constituents and external stakeholders.
- Sound written communication skills.
- 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.
- Knowledge and understanding of the Fisheries Act 1998 and Fisheries Regulations 1992 as relevant to Recreational Fishing.