



Position Title:	Manager - Partnerships	Position No:	N10
Group:	Land and Sea Management	Service Area:	Partnerships and Enterprise Development
Reports to:	General Manager – Land and Sea Management	Direct Reports:	(N78, N81, N83, NC84, NT03, NT07, NT08, NT33 & NT93)
Classification Level	Management Tier 2		
Location:	Darwin	Date Approved:	August 2026
Special Measures:	Priority Consideration Aboriginal and/or Torres Strait Islander Positions		

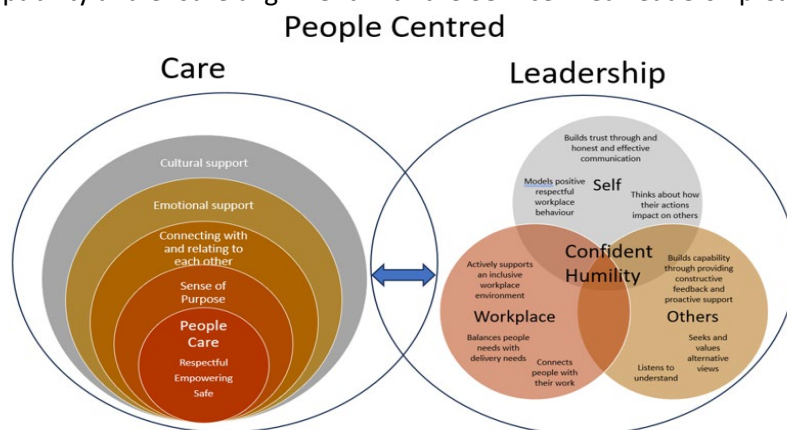
POSITION OVERVIEW

The Service Area Manager, Partnerships and Enterprise Development, provides strategic leadership and oversight of programs that support Traditional Owners (TOs) to protect country, strengthen governance, and realise social, cultural, environmental and economic opportunities. Reporting to the General Manager, Land and Sea Management, the role leads a multidisciplinary team and manages key partnerships, NT and Commonwealth Park Joint Management activities, environmental market initiatives and enterprise development opportunities to deliver organisational objectives and sustainable outcomes.

KEY RESPONSIBILITIES

LEADERSHIP

- Lead negotiations and strategic discussions relating to joint management arrangements, park agreements, environmental markets and other land and sea management opportunities.
- Promote Traditional Owner (TO) governance, decision-making and leadership in the development and implementation of Service Area programs.
- Lead by example in advancing the NLC's representative role, advocacy priorities and statutory functions in Parks Joint Management and Savanna Fire Management Projects.
- Embed TO-centric practice and culturally safe leadership across the Service Area.
- Promote accountability, transparency and ethical decision-making.
- Contribute to a positive organisational culture aligned with the NLC People Centred Care and Leadership Model.
- Build leadership capability and ensure alignment with the Service Area Leadership Capability Framework.





STRATEGY AND PLANNING

- Translate organisational strategy and executive direction into Service Area priorities and integrated plans.
- Lead the identification, assessment and development of new enterprise development, environmental market and investment opportunities that deliver benefits to Traditional Owners.
- Provide strategic oversight of carbon market, biodiversity market and other emerging natural capital initiatives.
- Lead development of long-term strategies that support joint management outcomes, economic development and sustainable land and sea management.
- Ensure Indigenous Cultural and Intellectual Property (ICIP) principles are embedded in research partnerships, enterprise development initiatives and external collaborations.
- Identify and assess emerging issues, risks and opportunities affecting constituents and service delivery.
- Provide strategic advice to the General Manager within portfolio expertise.
- Contribute to enterprise strategy through informed advice and portfolio expertise.
- Influence organisation-wide practice, standards or policy development within the Service Area domain, where applicable.
- Monitor performance against agreed Service Area outcomes and implement corrective action.

STAKEHOLDER ENGAGEMENT / RELATIONSHIPS AND ADVOCACY

- Maintain and strengthen collaborative relationships with Traditional Owners in accordance with the TO-centric relationship model.
- Develop and maintain strategic partnerships with research organisations, philanthropic bodies, industry partners and environmental market participants.
- Represent and advocate for Traditional Owner interests in negotiations relating to jointly managed parks, land use agreements, environmental markets and economic development opportunities.
- Facilitate informed decision-making by Traditional Owners through the provision of strategic advice, technical information and advocacy support.
- Develop and maintain high level effective working relationships with external stakeholders including Government, ILSC, Industry and Professional Associations, community organisations in promoting the interests of NLC.
- Ensure Service Area activities reflect constituent priorities and statutory responsibilities.
- Represent the organisation in engagement with government agencies, funding bodies and external stakeholders.
- Advocate for the Service Area's priorities in alignment with organisational strategy and executive direction.
- Identify and pursue funding opportunities, partnerships and collaborations that enhance Service Area outcomes.
- Manage complex, sensitive or high-risk stakeholder matters within delegation.
- Escalate enterprise-level or reputational risks to senior leadership.

SERVICE DELIVERY

- Ensure integrated, compliant and performance-based delivery of all Service Area functions, including Sections, Units, programs or standalone roles.
- Oversee delivery of Parks partnerships, Kakadu National Park programs, Parks negotiations, environmental markets, enterprise development, research partnerships and fire and operational support functions.
- Ensure joint management agreements, leases, management plans and Indigenous Land Use Agreements (ILUAs) reflect Traditional Owner aspirations and are effectively implemented.
- Ensure programs support employment, business development and economic participation opportunities for Traditional Owners.
- Ensure environmental market projects and partnerships deliver cultural, environmental and economic outcomes consistent with Traditional Owner priorities.
- Maintain governance integrity and effective internal controls across the Service Area.



- Ensure compliance with statutory, legislative, contractual and funding obligations.
- Hold direct reports accountable for service performance and compliance.
- Monitor service delivery, operational and financial performance and implement corrective action where required.
- Oversee accurate and timely internal and external reporting.
- Manage operational and strategic risks in alignment with the enterprise risk management framework.
- Oversee responses to internal or external audit, review or regulatory requirements within the Service Area.
- Foster continuous improvement and innovation across the Service Area.
- Lead implementation of approved organisational change initiatives.
- Ensure business continuity and service resilience.

PEOPLE MANAGEMENT

- The Service Area Manager is accountable for workforce performance, leadership capability and organisational culture within the Service Area and operates within the Management Levels of Authority. The role is accountable for:
 - Leadership and performance management of all direct reports.
 - Service Area workforce planning, capability development and succession planning.
 - Determining Service Area workforce structures within approved establishment.
 - Oversight of recruitment, appointment and establishment decisions within delegation.
 - Managing complex conduct and performance matters within delegation.
 - Implementing organisational people strategy and culturally safe practice across the Service Area.
 - Contribute to organisation-wide workforce planning relevant to portfolio scope.

WORK HEALTH AND SAFETY

- Lead by example in promoting a safe, healthy and culturally safe work environment.
- Maintain Service Area compliance with the NLC WHS Management System and legislative obligations.
- Ensure direct reports fulfil their WHS responsibilities.
- Monitor WHS performance and address systemic or emerging risks.
- Lead investigation and response to significant incidents within delegation.
- Escalate enterprise-level WHS risks appropriately.

AUTHORISATIONS & ACCOUNTABILITIES – INFORMATION SECTION

Financial Authorisation - Band 4

- Approve operating expenditure within the Service Area budget and Financial Authorisation (Band 4).
- Approve procurement and capital expenditure within the approved budget and Financial Authorisation.
- Monitor Service Area budget performance and financial risk.
- Contribute to organisational budget development and forecasting.
- Ensure compliance with Financial Authorisations Policy.

Governance Accountability

- Accountable for Service Area compliance with statutory, legislative, funding and policy requirements.
- Accountable for accurate reporting and maintenance of effective internal controls.
- Accountable for identification and management of Service Area strategic and operational risks.
- Escalate enterprise or systemic risks to the CEO or General Manager as appropriate.

Decision-Making Authority

- Exercise independent judgement within governance and delegation frameworks.
- Determine Service Area operational priorities and resource allocation within approved budget.
- Interpret and apply policy at Service Area level.



- Escalate matters beyond delegation or enterprise impact.

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	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.	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.
Collaboration and Influence		
Capability	Establish and foster collaborative relationships with internal and external stakeholders	
What this looks like	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.	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.
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	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.	Monitors ongoing service performance, responding to change and uncertainty in a positive and flexible manner, with an approach of continuous improvement.
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	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.	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.
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	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.	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.

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POSITION REQUIREMENTS

ESSENTIAL REQUIREMENTS

- Relevant senior management experience, or an equivalent combination of qualifications and experience.
- Demonstrated experience leading complex partnerships, negotiations and stakeholder engagement across government, Aboriginal organisations, industry, research and funding sectors.
- Proven experience in environmental markets, natural resource management, conservation, economic development or related fields.
- Demonstrated understanding of Aboriginal governance frameworks, Indigenous Cultural and Intellectual Property (ICIP) principles, and culturally appropriate engagement practices.
- Experience supporting Traditional Owner decision-making and delivering sustainable cultural, environmental, social and economic outcomes.
- Significant leadership experience managing multidisciplinary teams, managers and/or senior specialists.
- Demonstrated financial management capability, including budget oversight, resource allocation and performance management.
- Strong strategic thinking, problem-solving and decision-making skills, with experience developing and implementing complex initiatives and partnerships.
- High-level written and verbal communication skills, including executive reporting, advocacy and stakeholder influence.
- Demonstrated cultural capability and the ability to lead effectively within an Aboriginal-controlled organisation.
- Current NT Driver's Licence.

DESIRABLE REQUIREMENTS

- Understanding of statutory frameworks relevant to the NLC's functions.
- Experience shaping enterprise-wide policy or organisational practice.