



Position Title:	Manager, Land Management	Position No:	R16
Group:	Regional Development	Service Area:	Land Management
Reports to:	General Manager, Regional Development	Direct Reports:	Various
Classification Level	Negotiated		
Location:	Darwin	Date Approved:	September 2026
Special Measures:	<i>Yes - Designated or Priority Consideration Aboriginal and/or Torres Strait Islander Positions / No - Not Applicable</i>		

POSITION OVERVIEW

This position is responsible for supporting the delivery of the Northern Land Council (NLC) strategic objectives through the effective leadership and management of Regional Development staff engaged in project administration under the *Aboriginal Land Rights (Northern Territory) Act 1976 (ALRA)*. The role provides strategic oversight of section 19 ALRA land use processes, including the management of Land Use Expressions of Interest and Land Use Agreements across all NLC regions.

Working collaboratively with other Managers and multi-disciplinary teams, the position plays a critical role in enabling the successful planning, coordination, and delivery of NLC projects. A key priority of the role is to drive continuous improvement in land use processes and procedures, with a strong focus on reducing the backlog of section 19 ALRA land use proposals and improving the timeliness, consistency, and quality of outcomes for Traditional Owners and stakeholders.

KEY RESPONSIBILITIES

LEADERSHIP

- Lead the section in alignment with organisational values, conduct standards and strategic priorities.
- Create a respectful, culturally safe and high-performing team environment.
- Provide clear direction and expectations to staff.
- Support staff development, engagement and wellbeing.
- Model safe, ethical and accountable leadership practices.

STRATEGY AND PLANNING

- Translate Service Area priorities into section-level operational plans.
- Contribute to business planning and reporting processes.
- Identify improvement opportunities within the section.
- Monitor performance against agreed objectives and take corrective action where required.
- Contributes to operational strategy development but does not determine organisational strategy.

STAKEHOLDER ENGAGEMENT

- Maintain productive relationships with internal and external stakeholders relevant to section operations.
- Engage respectfully with Traditional Owners where relevant to the section's remit.
- Represent the section in operational forums as required.
- Escalate complex, high-risk or politically sensitive matters to the Service Area Manager.

SECTION OPERATIONS

- Manage and facilitate the effective implementation of NLC Resources in the management of third- party Expressions of Interest for development activities on Aboriginal land in accordance with the ALRA, NLC policies and procedures.
- Oversee the coordination of community consultations with Aboriginal traditional owners and other Aboriginal groups relating to the use and management of their land, as required under the Aboriginal Land Rights (NT) Act 1976 (ALRA) and Native Title Act.
- Oversee the management of NLC Assets with property, vehicles and equipment and ensure that these assets are maintained in a safe and operational condition.
- Lead and monitor section service delivery to ensure quality, compliance and timeliness.
- Ensure adherence to relevant legislation, policies and governance requirements in day-to-day operations.
- Apply professional judgement in interpreting operational policies within the section's remit.
- Oversee accurate reporting and documentation.
- Manage operational risks within the section and escalate systemic risks.
- Support implementation of organisational change initiatives within the section.

PEOPLE MANAGEMENT

- The role is accountable for section workforce performance but does not determine whole-of-service workforce architecture. It acts within the Management Levels of Authority and is accountable for:
 - Performance management of direct reports, including setting expectations, providing feedback, managing underperformance and recognising achievement.
 - Managing conduct, attendance and capability matters within delegation, including initiating formal processes where required.
 - Workforce planning within the section, including identifying capability gaps and resourcing needs.
 - Recruitment and selection processes within approved delegation and establishment.
 - Supporting development and succession planning within the section.
 - Implementing organisational people initiatives and change processes within the section.
- The role applies judgement in interpreting and applying people policies and procedures and escalates complex, high-risk or sensitive matters to the Service Area Manager or People & Culture where required.

WORK HEALTH AND SAFETY

- Promote and maintain a safe and healthy work environment within the section.
- Ensure compliance with the organisation's WHS Management System and legislative obligations.
- Monitor and address safety risks and incidents within the section.
- Ensure staff understand and meet their WHS responsibilities.
- Escalate significant or systemic WHS risks.
- Accountable for WHS implementation and compliance within the section.

AUTHORISATION & ACCOUNTABILITIES – INFORMATION SECTION

Financial Delegation - Band 5

- Approves operating expenditure within the section's budget and Financial Authorisation (Band 5).
- Approves procurement and capital expenditure within the approved budget and Financial Authorisation.
- Monitors section budget performance.
- Contributes to the development of the section budget.

Governance Accountability

- Accountable for overall section compliance with legislative and policy requirements.
- Accountable for accurate reporting and effective maintenance of internal controls within the section.
- Escalates enterprise or cross-service risks to the Service Area Manager.

Decision-Making Authority

- Makes operational decisions within established frameworks.
- Applies professional judgement in policy interpretation.
- Allocates section resources within approved budget.
- Escalates matters outside delegation or high-risk issues.

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POSITION REQUIREMENTS

ESSENTIAL REQUIREMENTS

- Relevant tertiary qualification in a related discipline, or equivalent professional experience.
- Demonstrated high level cross-cultural, interpersonal and verbal communication skills 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.
- Demonstrated ability to strategically harness resources to effectively plan, coordinate and manage activities.
- Proven high-level leadership to effectively lead and manage multi-disciplinary teams in a diverse and complex work environment, experience in balancing competing priorities, and delegating tasks to deliver a positive outcome.
- Proven experience leading and managing a team, including performance and conduct matters.
- Experience managing operational service delivery and achieving agreed performance outcomes.
- Demonstrated ability to manage budgets and expenditure within delegated financial authority.
- Well-developed written and verbal communication skills, including preparation of reports and business correspondence.
- Cultural capability and ability to work effectively in an Aboriginal-controlled organisation, including respectful engagement with Traditional Owners and a culturally diverse workforce.
- Current NT Driver's Licence with the ability to travel to remote locations for extended periods on a regular basis.

DESIRABLE REQUIREMENTS

- Demonstrated understanding of, and interest in, the lived experiences of Aboriginal people in the NLC region.
- Understanding of the Aboriginal Land Rights (NT) Act 1976 and other legislation relevant to the land interests of traditional owners and Aboriginal communities, as managed by the NLC.
- Commitment to culturally safe practice and inclusive leadership.
- Tertiary qualifications and/or extensive relevant experience in a related industry or sector.

Date Approved: September 2026