



Job Title:	General Manager Regional Development	Position No:	GM06
Classification Level:	Management – Senior	Reports to:	Chief Executive Officer
Direct Reports:	Regional Development & Regional Office Network Leadership Team		
Special Measures:	<i>Yes - Designated Aboriginal and/or Torres Strait Islander Positions</i>		
Location:	Darwin	Date Approved	February 2025

POSITION OVERVIEW

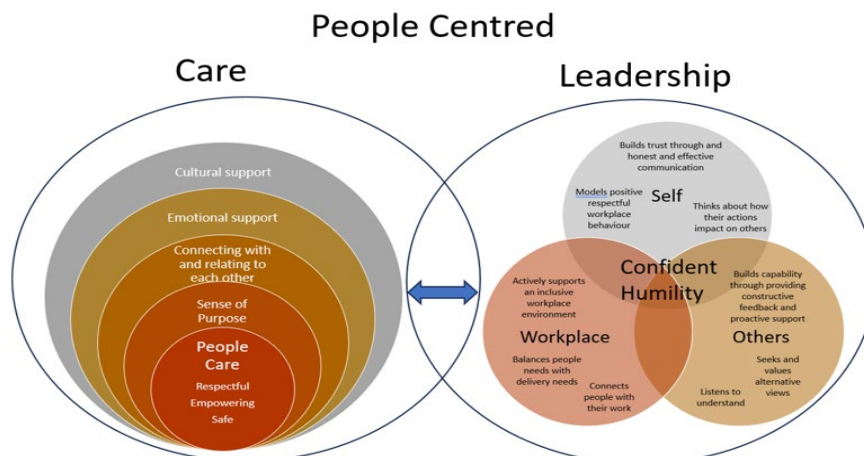
The General Manager Regional reports to the Chief Executive Officer and is a strategic leader responsible for the effective leadership and management of all assigned Service Areas to ensure the achievement of the Northern Land Council’s (NLC) strategic goals and fulfilment of its statutory functions. This position works constructively as a member of the Senior Management Team (SMT) to ensure effective day-to-day operations of the NLC and collectively drive positive outcomes with and for Aboriginal and Torres Strait Islander people across the NLC region. As part of the SMT this position will drive strong organisational performance while demonstrating and maintaining a People Centred Leadership focus.

This position is accountable for driving the organisation’s strategic directions, relevant statutory obligations and commitments under the Aboriginal Land Rights Act 1976 (ALRA) including an ongoing focus on Building the Bush through effective department structures that support a range of function such as facilitation of the Section 19 proposal and assessment approval process across the region, processes permit applications and lead a number of priority projects including regionalisation.

KEY RESPONSIBILITIES & ACCOUNTABILITIES

LEADERSHIP

- Lead by example as a motivating force in NLC’s representative role, advocacy role and NLC statutory functions and drive delivery on the NLC’s vision, mission, values and strategic priorities.
- Promote and protect the NLC’s commitment to serve in the best interests of the Traditional Owners within the NLC’s jurisdiction, Traditional Owners (TO) centric.
- Actively drive and 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.
- Lead, motivate, develop, and empower the regional management team and their teams to achieve NLC strategic priorities, organisational goals, within a framework that drives accountability and achievement.
- Ensure effective and efficient structures and delegations are in place, with staff having a clear understanding of their responsibilities, and encourage open and honest, two-way communication at all levels.



STRATEGY

- In collaboration with the Senior Management Team (SMT), identify new strategic initiatives, and innovative courses of action to foster a culture of continuous improvement.
- Develop solutions to emerging challenges and enterprise risks in a cost effective and sustainable manner, ensuring the NLC is optimally leveraging opportunities and implementing best practice policies and procedures in accordance with our statutory function.
- Ensure the successful integration and innovation of strategic planning across the organisation and to foster a spirit of cooperation and mutual support between operational areas in the pursuit of NLC service outcomes.
- Analyse specific issues and opportunities relevant to the Northern Land Council and Traditional Owners in terms of Regionalisation and recommend appropriate responsive action including policy, special projects and strategic initiatives

STAKEHOLDER ENGAGEMENT / RELATIONSHIPS AND ADVOCACY

- Cultivate and maintain collaborative relationships with Traditional Owners (TO) to support the NLC TO centric relationship model.
- Build and maintain relationships with all relevant government agencies to deliver strategic benefits to the NLC regions.
- Identify issues, trends, developments and opportunities with potential for significant impact on Traditional Owners.
- Drive agreed change agendas and continuous improvement; informed by the views of the Council, constituents and affected teams, proactively securing stakeholder commitment to objectives and implementation.

SERVICE DELIVERY

- Build capacity of the remote regional teams to ensure the effective and efficient implementation of Regional Development priorities and opportunities, as articulated in the NLC Strategic and Corporate Plan.
- Oversee and manage the effective, compliant and performance-based service delivery of the following Services: -
- Regional Development
 - Land management
 - Major Government Projects
 - Regionalisation – Infrastructure project delivery
 - Funeral and Ceremony applications
- Regional Network Services
 - Regional Office Networks
 - Logistics and Customer Services
 - Economic Development / Regional. Community Business Support
- Ensure all Regional Service Areas are adhering to all relevant compliance, governance, legislative and budgetary requirements within their remit.
- Implementation and monitoring of Regional Development plans, operating budgets and reporting, in line with NLC financial and human resource delegation and instruction to meet financial and performance reporting requirements.
- Act as an NLC delegate and confidently present messages in a clear, concise and articulate manner, using appropriate medium for audiences in conveying information in both written and oral formats.
- Oversee the development, implementation and maintenance of policies and procedures for effective and efficient service delivery and business continuity across the organisation.
- Maintain continuous quality improvement activities across the portfolio that enhance service delivery and organisational efficiencies.

PEOPLE MANAGEMENT

- 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 and using best practice methodologies and pathways.
- Maintain accountability and responsibility for:
 - recruitment of management positions (service area / section)
 - the performance management of assigned service / section managers in accordance with the NLC's organisational objectives and position accountabilities
 - nurturing and developing talent and service area succession planning
 - actively supporting relevant Learning and development activities
- Champion and drive 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

- Drive and cultivate a work culture and environment that prioritises the wellbeing, health and safety of both our staff and constituents embracing our people centred care and leadership framework.
- Maintain 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
- Support and drive organisational wellbeing initiatives.

DEPARTMENTNT LEADERSHIP CAPABILITY FRAMEWORK

Accountability and Execution		
Capability	Manage complex and non-complex Departmental / CFO or PLO priorities at a strategic level using contemporary (proactive) and traditional (reactive) approaches to service delivery	
What this looks like	<i>Provide strategic and expert advice to internal and external stakeholders on potentially complex, sensitive and contentious matters. Drive a shared sense of purpose and accountability for outcomes across the department</i>	<i>Model and drive a culture of innovative and conceptual thinking for solution-focused and forward-looking decisions, driving enabling results through collaboration and teamwork.</i>
Collaboration and Influence		
Capability	Establish, model and foster collaborative relationships with internal and external stakeholders	
What this looks like	<i>Support and represent the NLC in external networks to provide a platform towards inclusive decision making and positive advocacy. Build and sustain relationships within the NLC, creating shared agendas to bring people together.</i>	<i>Identify and or manage key issues and solve problems by collaboratively risk assessing, evaluating and implementing solutions.</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>Lead departmental planning using integrated and risk-based methods to ensure alignment with business priorities. Coordinate professional expertise from within and across departments to improve overall performance and delivery of departmental operational outcomes.</i>	<i>Lead and manage strategic objectives across the department through evidence-based decision making. Operate effectively in an environment of ongoing change and uncertainty, leading innovative change management processes that are flexible, equitable and well communicated.</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>Sculpt a work environment that prioritises the well-being of a diverse workforce while navigating cross-cultural dynamics, maintaining values and conduct standards and addressing departmental and interdepartmental conflict.</i>	<i>Model and lead a high-performance and engaged workforce that collectively contributes to strategic planning, sustainable outcomes and a culturally safe work environment.</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>Exercises careful discretion when handling sensitive information and making decisions. Lead by example by weighing up complex information, identifying critical factors, risks and issues ensuring organisational and departmental options are fully considered to make sound decisions under pressure.</i>	<i>Assess decisions based on their impact and potential benefits for the organisation and department, service, workforce wellbeing and management responsibilities.</i>

Our Land, Our Sea, Our Life

POSITION REQUIREMENTS

ESSENTIAL REQUIREMENTS

- A minimum of five (5) years' experience in a senior management role, which includes experience in management of remote service delivery in a diverse and complex environment with experience in balancing competing priorities and change management practices.
- Sound knowledge of the Aboriginal Land Rights (Northern Territory) Act 1976 and the Native Title Act 1993 and other legislation which affects the land rights of Aboriginal people in the Northern Territory
- Significant knowledge, understanding and respect of Indigenous Australian culture, customs and society and the ability to gain and maintain credibility with Aboriginal and/or Torres Strait Islander people, communities and organisations.
- High level cross-cultural, interpersonal and verbal communication skills with an ability to effectively liaise, engage and coordinate across an array of stakeholders (internal, traditional owners and external organisation) to build productive working relationships.
- Demonstrated adherence to high standard of professional principles to ensure honesty and integrity in decision making in all situations.
- Exceptional organisational skills and focus, including a capacity to effectively and efficiently prioritise tasks and manage time in accordance with strict deadlines, with meticulous attention to detail.
- The ability to build, lead and inspire teams to create a supportive organisational environment that facilitates staff wellbeing and a positive workplace culture.
- Significant travel to remote areas using 4WD vehicles is involved so possession of a "C" class drivers licence and ability to safely drive a manual 4WD drive vehicles is essential.
- National Police Clearance

DESIRABLE REQUIREMENTS

- Relevant Degree level qualifications related to community and regional development, land use planning and land use management or a similar field.