



## **JOB INFORMATION KIT**

### **Wilinggin Healthy Country Project Officer**

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<b>JOB TITLE:</b>	Wilinggin Healthy Country Project Officer (WHCPO)
<b>LOCATION:</b>	Derby, WA
<b>RESPONSIBLE TO:</b>	Wilinggin General Manager
<b>CONTRACT DURATION:</b>	30 June 2023

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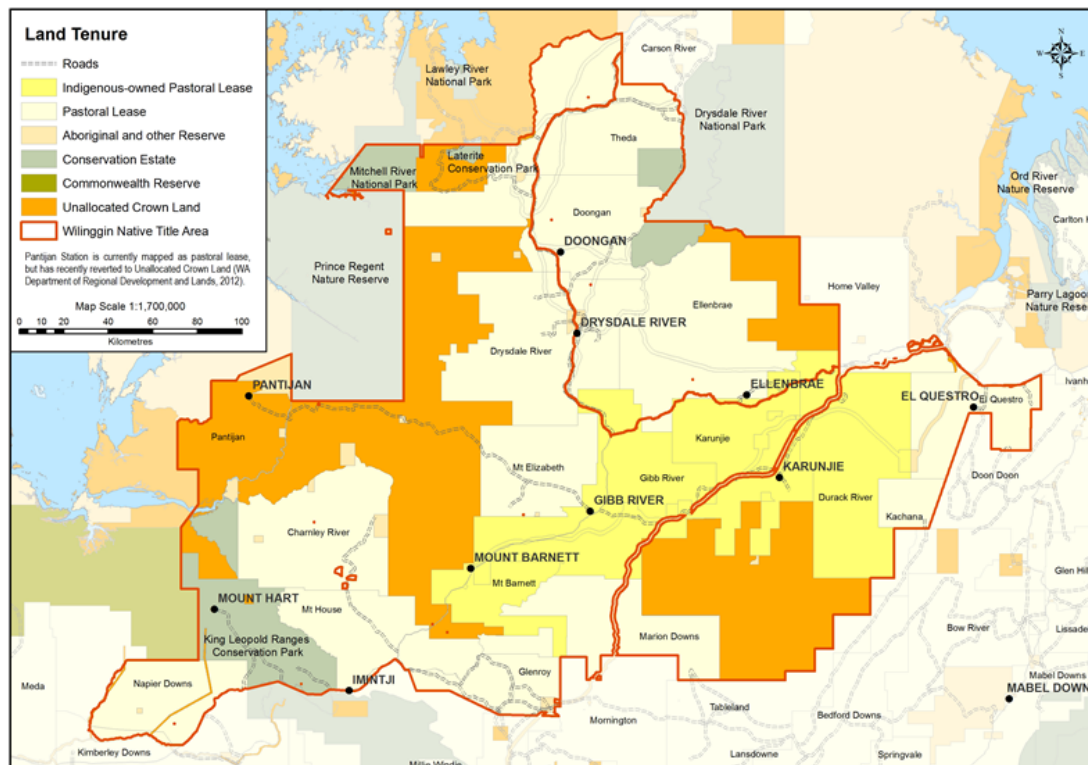
This is an exciting opportunity to work with Ngarinyin people to support the management the spectacular natural and cultural values of Wilinggin Country in the remote central north Kimberley region of Western Australia. This Country comprises 6.3 million hectares of Wanjina Wunggurr Wilinggin Native Title Area and includes extensive Exclusive Possession Native Title determined land and the 2.4 million hectares of our Indigenous Protected Area (IPA), part of Australia's National Reserve System (see map below).

Wilinggin country is mostly land-locked, apart from two small saltwater areas: on Walcott Inlet and Prince Frederick Harbour. The country extends from the limestone Devonian reef of the Napier Range and the Wunaamin Miliwundi Ranges in the West across to the Durack, Saw and Cockburn Rangers in the East. Mitchell Plateau and Drysdale River National Parks and Carson River Station form the northern border, while to the south Ngarinyin country is part of the Fitzroy River catchment and extends as far south as Marion Downs and Glenroy Stations and the northern edges of the Kija Tablelands.

The Wilinggin Healthy Country Project Officer (WHCPO) is a new position that will be working for Wilinggin Aboriginal Corporation (WAC). We have offices at Derby, Wyndham and Gibb River Station. The WHCPO will support the Wilinggin Healthy Country team, working closely with our indigenous rangers (Wunggurr Rangers and Nyaliga Rangers) and other traditional owners across Wilinggin Country. Ngarinyin traditional owners maintain a strong connection to Country and continue to care for it with the vision to look after both the natural and cultural values of this country in alignment with Wilinggin's Healthy Country Plan (HCP) , supported by the operation of sustainable businesses. The WHCPO will support WACs land management teams in their delivery of land management activities in line with these aspirations.

Foremost we are looking for a dynamic individual with excellent relationship management skills combined with well-developed expertise in project, financial, logistics and compliance management. Knowledge and skills in indigenous engagement and land management are important. You should be able to build bridges of common understanding, enabling and supporting the continued growth in the Wilinggin healthy country team and their capabilities.

In return, we offer you the opportunity to live in one of Australia's most stunning landscapes where you will be able to work closely with Ngarinyin elders, helping to care for Country.



## BACKGROUND

### Wilinggin Aboriginal Corporation

WAC was established in 2006 and is governed by a Board of Directors comprised of Ngarinyin traditional owners with the broad objective to further the interests of Ngarinyin people and Country. WAC represents the traditional owners of the Wanjinia Wunggurr Wilinggin Native Title Area.

A key part of the WHCPO role is the support to the two Wilinggin ranger teams, the Fire and Biodiversity Officer (FBO) and our conservation partnerships. The newly formed Nyaliga Ranger team operates in the east in partnership with the Indigenous Land and Sea Corporation (ILSC), Kimberley Land Council (KLC) and World Wildlife Fund (WWF) whilst the established Wunggurr Rangers, based at Ngallagunda community (Gibb River), will transition from KLC management to WAC by mid-2021. Additionally, we have significant partnerships with the Australian Wildlife Conservation (AWC) and the Department of Biosecurity Conservation and Attractions (DBCA).

These land management teams work to implement Wilinggin's HCP with support from the WHCPO, across Wilinggin Country. Wilinggin has an established Healthy Country Advisory Committee as a sub-committee of its Board of Directors which governs Wilinggin's healthy country program, providing cultural and strategic guidance for on Country work.

### Kimberley Land Council

The KLC is an association of Aboriginal people in the Kimberley region and is the recognised Native Title Representative Body (NTRB). The KLC was established in 1978 by Aboriginal people to work for the protection of traditional land and waters and is charged with the responsibility to protect, enhance and gain formal status (legal, social and political) for the customs, laws and traditions of Kimberley traditional owners.

The KLC Land and Sea Management Unit (LSMU) is working with traditional owners to look after, manage and take control of their traditional country. The LSMU support the ranger teams through the

Ranger Training Coordinator, Ranger Professional Development Coordinator, Women's Ranger Development Coordinator, Fire Operations and Carbon Management staff and the Kimberley Ranger Network (KRN). The KRN currently facilitates 13 community-based Ranger groups working across traditional country claimed under Native Title legislation.

### **Kimberley Indigenous Protected Areas**

The IPA program is a Commonwealth-funded program which has seen significant uptake in the Kimberley since 2002 as it enables the traditional owner community to decide on their own priorities for their country. The IPA creates a mechanism to achieve cultural and natural resource management in a way that is beneficial to communities and the country, with many IPAs occurring where there are high biodiversity values. Eight IPAs have been declared across a significant proportion of the Kimberley region, these voluntary protected areas forming part of the National Reserve System.

### **Australian Wildlife Conservancy (AWC)**

In 2019 WAC commenced a long-term partnership with the AWC which brings additional resources and expertise to look after plants and animals and manage fire, weeds and feral animals on Wilonggin country by combining traditional knowledge and practices with modern science and technology. The WHCPO will work closely with the AWC Wilonggin Project Officer to support the delivery of fire and biodiversity programs on Wilonggin Country in line with our Healthy Country Plan, ensuring appropriate priorities and traditional owner engagement.

### **Indigenous Land and Sea Corporation**

ILSC is the current lease holder of the Home Valley, Karunjie and Durack River Stations and is seeking to divest the leases to the Native Title Holders represented by WAC (through the Wanjinia Wunggurr Registered Native Title Body Corporate). The new Nyaliga Rangers complement the strategy for divestment. The ILSC is contributing significant funding over the contract period to support divestment primarily by establishing infrastructure at Karunjie Homestead which will be the operational base for the Nyaliga Rangers and funding of the Nyaliga Ranger Coordinator, Project Officer and Caretaker positions.

### **Other Partners**

WAC and the rangers will work with many other partners to deliver our strategic plan, including other Aboriginal Corporations such as our prescribed body corporate members Dambimangari and Wunambal Gaambera, as well as Mowanjum Arts, DBCA, WWF, Kimberley Foundation Australia (KFA), various universities and pastoral lease holders within Wilonggin Country.

### **GUIDANCE FOR THIS POSITION**

WAC is overseen by a Board of Directors made up of twelve Ngarinyin people from across Wilonggin Country. These Directors represent and are elected by the Ngarinyin people and members of WAC. Reporting to the Board, Paul Lane is the WAC General Manager.

WAC is a small corporation with an effective flat management structure. Reporting to the General Manager are the various land management, governance, administration and development staff members, including the WHCPO. The WHCPO will need to excel in a small collaborative team environment, working effectively with all staff and stakeholders in order to fulfill the duties of this position.

## **KEY OUTCOMES**

- Meaningful engagement of Ngarinyin traditional owners on Wilinggin Country.
- Effective, well supported and safe land management teams working to advance the cultural and environmental values of Country while developing their own professional skills.
- Productive collaboration with partners, specifically AWC, ILSC, DBCA, WWF, KLC, pastoral lease holders and the KRN.
- Responsible and effective project and financial management with timely, high quality reporting to the WAC General Manager and funders.

## **DUTIES OF THE POSITION:**

1. Ensure the Wilinggin IPA is managed by Wilinggin traditional owners in a manner consistent with customary law, the Wilinggin HCP, the Healthy Country Advisory Committee (HCAC) and grant obligations.
2. Working with WAC's conservation partners, ensure appropriate governance, ownership and participation by traditional owners in all on-Country projects.
3. Support the WAC land management teams in the delivery of their work plans and on-Country projects, specifically their logistics, procurement and administrative requirements.
4. Assist the WAC land management teams in the development of their annual work plans, budgets, progress assessments and reporting requirements.
5. Manage specific land management grants and project budgets, progress assessments, reporting and acquittals.
6. Continue the development and assess progress of the Wilinggin partnership fire management plans.
7. Continue the development and assess progress of the biodiversity, weeds, ferals and monitoring plans for Wilinggin Country.
8. Continually develop the WAC OHS systems, engagement and culture.
9. Oversee WAC vehicle management.
10. Working with Wilinggin land management teams, convene the HCAC
11. Assist in developing funding streams, grants and partnerships to develop sustainable financing to support work on Country.
12. Maintain the WAC online presence
13. Comply with WAC policies and procedures.

Other duties as directed by the WAC General Manager

## SELECTION CRITERIA

### Essential:

1. Demonstrated experience and proficiency in project and finance management including progress assessments, compliance, acquittals and reporting.
2. Demonstrated experience in logistical and administrative support for land management teams and projects, especially within a remote environment.
3. Demonstrated experience in small corporation governance including health and safety, training and fleet management systems.
4. Practical experience in consensus building and participatory methods of governance.
5. Demonstrated experience and confidence working with Aboriginal communities, specifically knowledge of Aboriginal social and cultural challenges in Northern Australia, with a commitment to community empowerment and development.
6. Excellent verbal and written communication skills including the ability to write reports for a range of audiences and to communicate sensitively and effectively with a range of indigenous and non-indigenous stakeholders.
7. Qualifications in project management, community development, natural resource management or related fields
8. Current valid driver's licence, Working with Children Check or ability to obtain one.

### Desirable:

1. Technical skills relevant to ranger programs (i.e. geographical information systems, Fulcrum, land management including weeds and feral animals, biodiversity monitoring, four wheel drive operations, first aid etc).
2. An understanding of savannah fire programs
3. Experience working remotely with Indigenous land managers.
4. Experience with community development in a cross-cultural setting.

### Position Relationships:

Position Title of Manager	General Manger
Position Titles that report to General Manager	Business Development Manager Fire and Biodiversity Officer Ranger Coordinators Community Project Officers Admin staff
Position Title of Secondary (dotted line) Manager	Business Development Manager (for finance, reporting and governance support)
Position Titles that report to WHCPO position	Nil
Key Internal relationships	WAC Staff Healthy Country Committee Traditional Owners (and Boards of applicable corporations)
Key External relationships	Partnership staff (AWC, WWF, KLC, DBCA) Suppliers

## **SALARY AND CONDITIONS**

The position has a base salary range between \$75,000 and \$80,000 p.a., negotiated upon demonstrated qualifications and experience.

Superannuation guarantee contributions (currently 9.5%) and additional salary allowances apply, these include a district allowance, remote travel, relocation allowances and rental assistance.

The position will receive 4 weeks annual leave (with 17.5% leave loading) as well as 1 week remote area leave, 2 days travel leave, study leave, long service leave after 10 years of service (able to be taken from 7 years pro rata) and WA State public holidays.

WAC is a public benevolent institution for income tax purposes making available excellent salary sacrifice arrangements.

The position will ideally be based at Derby in the west of Wilinggin Country with consideration given to the position being based in Broome, Wyndham or Kununurra. Recreation activities include unique opportunities to indulge in a range of outdoor pursuits such as bushwalking, river kayaking, bird watching, hunting, and fishing.

This is a remote location with reasonable services and some seasonal road closures. Frequent travel will be required into Wilinggin Country, specifically Wyndham, Karunjie, Durack and Gibb River Stations.

Please apply no later than 10 September 2020 by sending your application addressing the selection criteria and your resume providing contact details for three referees that may be contacted as part of the shortlisting process post interview, to:

General Manager

Wilinggin Aboriginal Corporation

PO Box 453 Derby WA 6728

By Email: [gm@wilinggin.com.au](mailto:gm@wilinggin.com.au)

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