



## Program Manager, Cultural Landscapes

### Job Description

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| <b>Reports to:</b>     | <b>Director, Cultural Land Management Policy and Programs</b>                                      |
| <b>Status:</b>         | <b>Full time, fixed term 4 year contract, with possible extension beyond dependant on funding.</b> |
| <b>Direct reports:</b> | <b>One. Increasing in the future as part of program delivery.</b>                                  |
| <b>Location:</b>       | <b>Alexandra</b>   |

This role sits within the Cultural Land Management (CLM) team. This team is a multidisciplinary team in Taungurung Land and Waters Council (TLaWC). They progress Taungurung's CLM policy and program agenda, by leveraging rights and interests that are enabled in the Taungurung Recognition and Settlement Agreement and that are further supported by other State and Federal policies and programs. The CLM Team is directed by Taungurung community cultural objectives and strategic priorities in land and water management as articulated in the Cultural Land Management Strategy.

#### Prime Function

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The Program Manager, Cultural Landscapes will oversee the development and implementation of a series of culturally informed strategies for both public and private land planning, management and governance.

This is an exciting role that seeks to develop innovative pathways and solutions both within current legislative and policy frameworks, as well as supporting the development of new and more culturally appropriate mechanisms.

This will include the application of Taungurung Cultural knowledge and practice in, and the defining of, Cultural Landscapes across Country that draw directly on biocultural values to inform long term objectives and outcomes for healing and caring for Country.

#### Key Duties

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1. Support TLaWC's work towards improved access and management rights to both public and private land on Taungurung Country in line with the cultural, environmental and economic aspirations of TLaWC, guided by the Taungurung Community.
2. Oversee the development of models for applying cultural land management practices to Taungurung Country in a contemporary environment, in coordination with the CLM team,



broader TLaWC staff and other subject matter specialists and in partnership with Biik Environmental (TLaWCs Cultural and Natural Resource Management service provider).

3. Develop and implement property, cultural reserve and cultural landscape management plans that respond to cultural objectives (to heal, protect and enhance biocultural values) and that are consistent with culturally informed planning for culturally valued species.
4. Develop collaborative management opportunities to enable the application of Taungurung Cultural objectives, knowledge and practice in the healing and management of priority cultural landscapes on Taungurung Country in partnership with Biik Environmental.
5. Oversee and support the development and implementation of the TLaWC Private Land Acquisition and Development Strategy (implementation in partnership with Biik Environmental).

## Selection Criteria

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### Required knowledge and skills:

1. Relevant tertiary qualifications and relevant industry experience in any of the following: natural resource management, community development, conservation ecology, social sciences. Previous experience in participatory natural resource management will be highly regarded.
2. Understanding and commitment to **strength-based development** and culturally led land management.
3. Excellent **project management** skills, including management of contracts, contractors and staff.
4. Highly developed analytical and complex **problem-solving skills**.
5. Excellent **interpersonal skills** and the ability to liaise, engage, coordinate, and negotiate across stakeholders and collaborators with a wide range of expertise and backgrounds.
6. Highly developed verbal and written **communication skills**.

### Personal qualities:

- Good professional judgment and confident decision-making in relation to core duties
- High ethical standards and personal integrity
- Ability to maintain confidentiality in relation to sensitive information
- A strong work ethic and an ability to effectively lead a team and provide appropriate supervision and direction
- Strong organizing and time management habits
- A high degree of emotional intelligence

### Adherence to Code of Conduct

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All TLaWC staff must comply fully with the staff Code of Conduct.

### Key Performance Indicators

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1. Cultural Land Management values, objectives and actions are expressed in Country Plans and their Sub-Strategies and enabled.
2. Strategies related to Cultural Land Management across both public and private land are developed and in implementation.
3. Taungurung's Cultural Landscapes Program is being embedded, in a culturally appropriate way, into land and water management in Victoria.
4. Significant Taungurung Cultural Landscapes are identified and defined across Taungurung Country and their values are setting planning, management and governance objectives in partnership with the State and other partners.
5. Taungurung led Collaborative Management arrangements are in effect across multiple landscape and tenure types on Country.
6. Project and program outcomes are developed, resourced and delivered on time and budget.
7. Implementation and adaptation (based on learning) of models for applying cultural land management practices to Taungurung Country is realised. Documentation of models, including analysis of learning, is undertaken.
8. A range of mechanisms supporting Taungurung's aspirations for cultural, environmental and economic development regarding land are developed and implemented leading to benefits to the Taungurung community, including employment opportunities.

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**Date written:** April 2022