



Stewardship Charter and Relational Invitation (aka Position Description)

Designation	Organisational Leader / CEO
Employment Length	12-month contract with an extension based on funding availability.
Employment Type	Full-time, open to part-time for the right candidate. Flexible work hours.
Identified position	This is an identified position for Aboriginal and/or Torres Strait Islander peoples.
Reciprocity	\$165,000 + Super. Potentially negotiable along with other working conditions. Potential for bonuses based on revenue generation.
Location	Remote, ideally with the ability to travel to Sydney and Brisbane from time to time to meet with the board and partners. Other travel may also be required to meet with project partners.
Relationships	<ul style="list-style-type: none"> • Guided and supported by the Native Foodways Board. • Accountable to First Nations Communities and Australian Regulatory Institutions. • Guiding and supporting Leaders of Organisational Circles, including the Leader of Indigenous Agroecology, with the potential for other future staff.
Main focus	<p>To lead Native Foodways and the implementation of the Strategic Plan that focuses on systemic change of the native food system. Including leading the development and implementation of a narrative change and networked change strategy.</p> <p>This role will also focus on developing relationships and revenue streams that will lay the foundations for organisational growth. For the purpose of expanding our capacity to build right relations and work towards a native food system that is culturally-led, environmentally regenerative, and economically beneficial to First Peoples.</p>

Key Responsibilities

- **Culturally led systems collaboration.**
 - Lead Native Foodways' engagement with the native food system and support the development of right relations in the system. Role model and facilitate right relations in the system by leading with respect and reciprocity and taking as much responsibility as we have the capability and capacity to.
 - Work with the board and team to ensure the centring of First Nations ways of knowing, doing, and being in the system and within Native Foodways.

- **Organisational governance.**
 - Participate in and contribute to the development of organisational governance structures and processes that foster right relations and lead to organisational effectiveness.
 - Foster a collaborative workplace where people can step forward and back when it makes sense based on knowledge, skills, expertise, relationships, culture, and authority. Ensure systems, processes, and/or practices are in place to support collective organisation of work and mutual accountability.

- **Organisational stewardship.**
 - Refine and adapt the Native Foodways Strategic Plan as necessary to support organisational alignment.
 - Develop and maintain an organisational stewardship and project stewardship system that allows team members and collaborators to plan, collaborate, and complete projects and tasks.
 - Collaborate with the team to ensure compliance with all applicable local, state, federal, and international policies, regulations, conventions, and treaties. Including international conventions on human rights, labour rights, environmental and biodiversity agreements. Develop and maintain a culturally informed risk management framework.

- **Organisational relationships.**
 - Externally, work with the board and team to develop relationships and partnerships that enable right relations and the growth of Native Foodways and the movement for a First Nations-led native food system.
 - Internally, organise and participate in yarns/meetings that support right relations and the organisation's stewardship, and outcomes.

- **Financial stewardship.**

	<ul style="list-style-type: none"> ○ Develop and maintain a financial stewardship system that allows resources to flow to where they are most needed and effective. ○ Work with the team, external financial advisors, and auditors to ensure sound management of the organisation's resources. ● Organisational learning and reciprocity. <ul style="list-style-type: none"> ○ Develop and steward frameworks and processes to support the organisation's monitoring, learning, evaluation, and accountability. Ensure these frameworks and processes centre community relationships and reciprocity with the community. ○ Lead the gathering of appropriate data and stories from appropriate people to support the organisation's learning and accountability. ○ Ensure organisational Indigenous Cultural and Intellectual Property, and Indigenous Data Sovereignty Protocols are developed and adhered to.
<p>Key Aims</p>	<ul style="list-style-type: none"> ● Establish Native Foodways as a platform and partner for systemic change in the native food system. ● Collaborate with key partners to shift the narrative surrounding native foods. In a way that contributes to First Nations leadership of the native food system. ● Strengthen relationships and foster right relations between people, organisations, and communities working in the native food system. In a way that contributes to First Nations leadership of the native food system. ● Advocate for policy change in government and in corporations that support First Nations-led native food systems, farmers, and foodmakers. ● Collaboratively lead or contribute to the development of place-based First Nations-led native food systems and projects. For example, the Gamilaraay Native Grain Systems Revitalisation Project, in which we are a partner. ● Develop relationships and partnerships that secure funding for Native Foodways for the next three to five years. ● Develop revenue streams that significantly contribute to an ongoing funding base for Native Foodways over the next three to five years.

<p>Selection Criteria</p>	<ul style="list-style-type: none"> ● Culturally led systems collaboration: Proven ability to collaborate with people, organisations, and communities across entangled systems. ● Organisational leadership: Track record of effective organisational leadership that is characterised by relationality and collaboration. ● Organisational governance: Demonstrated experience designing and/or participating in governance structures and processes that foster collaboration. ● Corporate and government advocacy: Demonstrated success in leading advocacy efforts to influence policy, regulatory, and resource allocation decisions within major corporations and government. ● Relationship building and community engagement: Proven ability to develop and maintain meaningful connections and relationships with people from diverse backgrounds. Especially First Nations communities. ● Partnership development and fundraising: Track record of developing powerful, mutually beneficial partnerships and raising multi-year funding from a variety of sources. ● Commercialisation and revenue raising: Proven experience commercialising products or services and social enterprise models. ● Native Food Systems Knowledge: Understanding of the native food system and/or similar First Nations systems.
<p>About Native Foodways</p>	<ul style="list-style-type: none"> ● Native Foodways is a First Nations-owned and led social enterprise. ● We invest the vast majority of our effort and resources directly into our purpose, so that community benefit massively outweighs private benefit (to date, no dividends have been provided to shareholders). ● We are a Company Limited by Shares where 80% of the shares must always be held by First Nations people. The other 20% of the shares are reserved for investment to support the growth of our impact. ● In our first three years, we increased our income from \$0 to \$450k by developing various native food enterprises and projects. This included contributing to or leading the development of an online native food shop, a native plant nursery, a native food market stall, and a native food bakery.

	<p>We have also supported collaborations between First Nations communities and landholders to plant, grow, and harvest native foods.</p> <ul style="list-style-type: none"> ● We are advocates for Indigenous foodways and food sovereignty, and have led events promoting First Nations perspectives, farmers, and foodmakers at institutions such as the Powerhouse Museum and at food festivals like the Streets of Barangaroo. ● Our new strategic plan intends to solidify our role as a platform and partner for systemic change in the native food system. We aim to contribute to a change that leads to a First Nations-led, native food system that is environmentally regenerative, culturally-led, and beneficial to First Peoples. We aim to change the narrative surrounding native foods, foster right relations within the native food system, and advocate for improved policies, increased resources, and expanded procurement.
<p><i>Native Foodways Values and Principles</i></p>	<p>Values</p> <ul style="list-style-type: none"> ● Country ● Culture ● Community <p>Principles</p> <ul style="list-style-type: none"> ● Relationships ● Respect ● Reciprocity ● Responsibility