



Stewardship Charter and Relational Invitation (aka Position Description)

Designation	Director of First Nations Agroecology or First Nations Agroecology Lead (depending on experience and responsibilities). Open to job sharing with a Director and Lead, working one day per week each.
Employment Length	12-month contract with an extension based on funding.
Employment Type	Part-time, one or two days per week, 7.5 to 15 hours per week. Work hours are flexible and can be banked for more intensive work periods depending on project requirements. Open to job sharing with one Director and one Lead working one day per week each.
Identified position	This is an identified position for Aboriginal and/or Torres Strait Islander peoples.
Reciprocity	\$85,000 to \$125,000 + Superannuation pro rata. Potentially negotiable along with other working conditions.
Location	Remote, with the ability to travel to Sydney and Brisbane from time to time to meet with the Organisational Leader (aka CEO) and board. Other travel will also be required to meet with project partners. Approx. 5 regional trips per year.
Relationships	<ul style="list-style-type: none"> ● Guided and supported by the Native Foodways Organisational Leader (aka CEO). ● Accountable to First Nations Communities and Australian Regulatory Institutions. ● Collaborating with team members. ● Collaborating with external consultants, knowledge holders, and project partners. ● Collaborating with individuals and communities connected to native food systems.

<p>Key Role</p>	<p>Native Foodways is seeking a Director of First Nations Agroecology and/or a First Nations Agroecology Lead to lead our contribution to the national Orchard Resilience Project. This important role involves weaving First Nations people and perspectives with regenerative agriculture projects.</p> <p>You will be responsible for designing and delivering regional peer learning programs, facilitating the exchange of First Nations perspectives, and encouraging the integration of Indigenous ecological knowledge into regional farming practices. You will act as the primary liaison between Native Foodways, the project lead (Soils for Life), and participating farmers.</p>
<p>Key Responsibilities</p>	<p>Project Governance</p> <ul style="list-style-type: none"> ● Participate in project steering committee meetings, ensuring First Nations perspectives are shared and considered. <p>Project Stewardship</p> <ul style="list-style-type: none"> ● Develop a project plan that can support project stewardship and management. ● Organise and participate in meetings that support project stewardship, relationships, and outcomes. ● Ensure all relevant stakeholders are engaged and communicated with effectively through the development of appropriate relationships. ● Manage a budget to engage knowledge holders, pay for soil and plant tests, cover travel costs, and operational costs. <p>Project Learning and Accountability</p> <ul style="list-style-type: none"> ● Contribute to the development of frameworks and processes aimed at supporting the monitoring, learning, evaluation, and accountability of the project. ● Contribute to gathering appropriate data and stories from appropriate people to support the project partners and participants' learning and accountability. <p>Project Engagement</p> <ul style="list-style-type: none"> ● Support First Nations communities to participate in and benefit from the project in as many ways as possible. ● Support project partners and farmers to engage with local First Nations communities and knowledges to improve local relations and improve regenerative farm outcomes. ● Lead the engagement of First Nations communities, knowledge holders, and farmers. ● Lead the engagement of peer learning group participants and knowledge holders to share knowledge in peer learning groups. ● Lead the delivery of two field days on First Nations farms or farms collaborating with First Nations communities.

	<p>Project Communication</p> <ul style="list-style-type: none"> ● Support the development of case studies featuring First Nations farmers and communities. ● Provide draft copy and provide editorial support. ● Maintain regular communications with the Native Foodways Team, Soils for Life Team, Collaborating First Nations Communities, Knowledge Holders, Peer Learning Group Participants, and Collaborating Farmers. <p>Project Knowledge Sharing</p> <ul style="list-style-type: none"> ● Share knowledge, where appropriate, about First Nations ways of knowing, doing, and being, particularly as they relate to regenerative agroecology. ● Share knowledge, where appropriate, about native plants and agroecological practices that may support regenerative farming outcomes.
Selection Criteria	<ul style="list-style-type: none"> ● Demonstrated experience in governance roles, ideally with an understanding of Indigenous governance practices. ● Proven ability to steward and manage projects from start to finish. Including developing project plans and utilising project stewardship or management tools and practices. ● Understanding of learning and accountability frameworks or monitoring and evaluation frameworks. ● Experience in effectively gathering data and stories for learning and accountability or evaluation purposes. ● Understanding of Indigenous Cultural and Intellectual Property (ICIP) and Indigenous Data Sovereignty (IDS). ● Proven ability to engage with and develop relationships with First Nations communities in culturally respectful ways. ● Demonstrated experience engaging with and developing relationships with non-Indigenous rural communities. ● Knowledge of First Nations agroecology, native food systems, and regenerative agricultural practices, with the ability to apply this knowledge to orchard resilience.
About Native Foodways	<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

	<p>have been provided to shareholders, and all directors have been volunteers).</p> <ul style="list-style-type: none"> • 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 work. • In our first three years, we increased our revenue 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. We have also supported collaborations between First Nations communities and landholders to plant, grow, and harvest native foods. • 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 economically beneficial to First Peoples. We aim to change the narrative surrounding native foods, foster the 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