



POSITION DESCRIPTION

Aquaculture Operations & Community Development Lead

Position Title: Aquaculture Operations & Community Development Lead

Location: Wurrumiyanga, Bathurst Island, Tiwi Islands NT

Employment Type: Full-time fixed-term contract (2 years)

Salary Package: \$110,000 – \$125,000 plus superannuation, accommodation, vehicle and travel support

About Tiwi Resources

Tiwi Resources Pty Ltd is a Tiwi-owned organisation supporting economic development, land and sea management, aquaculture, forestry, carbon projects and natural resource initiatives across the Tiwi Islands.

Working alongside Traditional Owners and community partners, Tiwi Resources delivers projects that create sustainable employment opportunities while supporting long-term environmental and economic outcomes for Tiwi people.

Reporting Relationships

The Aquaculture Operations & Community Development Lead reports to the Mantiyupwi Pty Ltd Board of Directors and works closely with Tiwi Resources management, project partners and relevant stakeholders to support delivery of aquaculture and enterprise development initiatives.

Reporting arrangements may vary from time to time to reflect operational requirements.

Purpose of the Role

The Aquaculture Operations & Community Development Lead will oversee the daily operations, workforce development, and strategic growth of the Mantiyupwi Oyster Project. The successful applicant will lead a small team comprising a Supervisor, Farm Hands and Administrative Support, ensuring that farm operations are delivered safely, efficiently, and in alignment with Mantiyupwi's cultural values and community development objectives.

This role is central to progressing the farm's transition from pilot operations to a sustainable commercial aquaculture enterprise. The successful applicant will be responsible for planning and managing aquaculture activities including spat deployment, line maintenance, grading, and harvesting; coordinating logistics and equipment; and ensuring environmental, safety and biosecurity standards are maintained.



The position also plays a key role in supporting workforce development and training programs delivered in partnership with organisations such as Stott Oyster Consulting, Skills Insight, Aboriginal Sea Company, Darwin Aquaculture Centre and NT Fisheries.

Through these collaborations, the Aquaculture Operations & Community Development Lead contributes to building a skilled Tiwi workforce in aquaculture and supports Mantiyupwi's broader objectives in economic self-determination, food security (Feed Our Families Program), and sustainable industry development on the Tiwi Islands.

Key Responsibilities

1. Work closely with the Mantiyupwi Pty Ltd Board of Directors to ensure the Oyster Farm Project aligns with strategic community, cultural and commercial objectives.
2. Support the development of commercial pathways for Mantiyupwi oysters, including market engagement, product quality systems and preparation for commercial sales.
3. Collaborate with Darwin Aquaculture Centre (DAC), NT Fisheries, Stott Oyster Consulting, Aboriginal Sea Company, Skills Insight and other industry or research partners to advance aquaculture operations and workforce development initiatives.
4. Maintain strong relationships with local and regional authorities including the Tiwi Land Council, Tiwi Islands Regional Council, the Office of Township Leasing, NIAA and relevant Northern Territory Government departments.
5. Manage a small operational team, establishing clear work plans aligned with project milestones and community outcomes, and maintaining appropriate systems for reporting and information management.
6. Facilitate training programs that build marine safety, aquaculture operations and vessel handling skills within the Tiwi workforce.
7. Coordinate project reporting requirements for funding bodies and government agencies, including monitoring performance indicators and milestone delivery.
8. Mentor and support the Farm Supervisor, Farm Hands and Administration staff, fostering professional development and skills growth.
9. Oversee safe marine operations associated with aquaculture activities, including vessel operations, crew competency requirements and compliance with relevant maritime safety regulations.
10. Support compliance with aquaculture licence conditions, fisheries regulations and environmental monitoring requirements.
11. Strengthen collaboration with industry partners and stakeholders to support the long-term development of the Mantiyupwi Oyster Project.
12. Promote a culturally safe, inclusive and positive workplace that reflects Mantiyupwi values and supports community participation.
13. Oversee aquaculture production activities including spat deployment, line maintenance, grading and harvesting, ensuring work meets environmental, biosecurity and quality assurance standards.

14. Ensure operational equipment, vessels and infrastructure are maintained in safe working condition through regular inspection and servicing.
15. Engage with the Wurrumiyanga community to promote understanding of the Oyster Farm's role in food security and local economic development.
16. Develop and implement operational plans that maximise productivity, efficiency and sustainability of the oyster farm.
17. Undertake other duties reasonably required to support the development of Tiwi Resources aquaculture and natural resource enterprises.

Additional Program Support Responsibilities

From time to time, Tiwi Resources may request the Aquaculture Operations & Community Development Lead to provide reasonable operational support and mentoring across related Tiwi Resources natural resource and enterprise development activities.

This may include providing guidance, coordination support, or strategic advice to activities associated with the Wurankuwu Harvesting Team, including the Medicinal Plants / Bush Foods Project and emerging aquaculture initiatives such as the Prawn Farm project.

This support may include:

- Providing operational advice on project planning, logistics, and workforce coordination.
- Supporting collaboration between Tiwi Resources projects and external partners including Darwin Aquaculture Centre, NT Fisheries, TITEB, Skills Insight and other industry stakeholders.
- Mentoring and supporting the professional development of Mantiyupwi program staff, including the Wurankuwu Harvesting Team Coordinator.
- Assisting with identifying opportunities for workforce training, industry engagement and enterprise development across Mantiyupwi projects.

Key Performance Indicators

- Safe and effective aquaculture and marine operations
- Achievement of oyster production and operational milestones
- Compliance with funding, reporting and regulatory obligations
- Workforce development and mentoring outcomes
- Positive stakeholder and community engagement
- Effective support for bush foods, medicinal plants and prawn farm initiatives
- Maintenance of culturally safe and inclusive workplace practices
- Timely completion of project deliverables and operational plans

Selection Criteria

Essential:

- Demonstrated experience in aquaculture, mariculture or marine operations, including stock husbandry, farm maintenance or vessel operations.
- Proven leadership and team management capability.
- Strong stakeholder engagement and partnership development skills.

- Cultural competence and commitment to working respectfully on-Country with Tiwi communities.
- Experience in operational planning, scheduling, reporting and project delivery.
- Knowledge of workplace health, safety and environmental management relevant to aquaculture.
- Strong communication skills and ability to support on-Country training and mentoring.
- Administrative and financial management skills, including procurement and record-keeping.

Desirable:

- Certificate III or higher in Aquaculture, Marine Operations, Environmental Science or related discipline (or equivalent experience).
- Technical experience in oyster husbandry, spat management, grading or water quality monitoring.
- Experience delivering government-funded or Indigenous enterprise development projects.
- NT Driver's Licence and Coxswain Grade 2 NC (or willingness to obtain).
- Knowledge of Tiwi Islands geography, environment and community structures.

Additional Benefits

Due to the remote nature of the position, applicants should be adaptable, self-motivated and comfortable living within a small remote community environment.

The successful applicant will be provided with:

- Accommodation at the Tiwi Enterprises Compound (Lot 835)
- Vehicle for work-related use
- Relocation assistance (where applicable)
- Travel support between Wurrumiyanga and Darwin
- Internet provision for accommodation and workplace use

This position is based within a remote community environment, and applicants should be comfortable living and working in a remote setting.