



NYAMAL
ABORIGINAL CORPORATION

Position Description – General Manager – Strong Country

Position Details

Position Title

Manager – Strong Country

Organisation

Nyamal Aboriginal Corporation (NAC)

Employment Status

Permanent Full Time (76 hour fortnight)

Award & Classification

Contract – Executive Level - Miscellaneous Award (MA000104) – Classification Level based on skills, qualifications and experience

Salary Range

Salary to be negotiated based on skills, qualifications and experience

Reporting Relationships

- **Reports To** - Nyamal Aboriginal Corporation Operations Manager
- **Direct Reports** - Co-ordinators
- **Indirect Reports** - Aboriginal Rangers

Position Overview

Reporting to the Operations Manager, the Manager – Strong Country is responsible for leading and managing the Nyamal Strong Country Program – which delivers the Nyamal Healthy Country Plan.

This role provides leadership and direction to the Strong Country Unit, overseeing ranger programs, cultural initiatives, land management, financial management and stakeholder relationships, while ensuring alignment with Nyamal values, protocols, and strategic priorities.

The position plays a key role in strengthening the social, cultural, environmental, and economic outcomes for Nyamal people through sustainable and community-led approaches to managing Country.

Key Responsibility Areas

Leadership and Team Management

- Lead, inspire, build, and manage the Strong Country team, including coordinators, rangers, and support staff.
- Oversee day-to-day operations, including HR, timesheets, leave, and staff performance.
- Support workforce development and culturally appropriate career pathways.
- Promote a positive, collaborative, and communicative team culture.
- Ensure all activities are aligned with Nyamal protocols and organisational policies.

Program and Operational Management

- Oversee delivery of programs under the Nyamal Healthy Country Plan, including:
 - On country (ranger) programs.
 - Return to Country initiatives.
 - Indigenous Protected Area (IPA) consultation.
 - Joint management of Purungunya Conservation Estate.
- Ensure programs are delivered safely, effectively, and in line with funding requirements.
- Guide land and environmental management activities across Nyamal Country.

Strategic Planning and Reporting

- Contribute to development of Strategic Plans and Annual Work Plans.
- Monitor and report on Strong Country Unit performance.
- Provide regular reports to the Operations Manager, Board, and funding partners.
- Identify and develop opportunities for expanding land and cultural management activities.

Stakeholder Engagement and Partnerships

- Maintain strong relationships with the NAC Board, Elders, and community.
- Build and manage partnerships with funding bodies, government agencies, researchers, and industry.
- Represent NAC in external forums and meetings.
- Ensure all partnerships align with Nyamal objectives and priorities.

Financial and Resource Management

- Develop and manage program budgets.
- Ensure expenditure aligns with funding agreements and organisational priorities.
- Identify and secure funding and partnership opportunities.
- Oversee effective management of assets and resources.

Program-Specific Oversight

Indigenous Protected Area (IPA)

- Oversee IPA planning, delivery, and compliance.
- Ensure effective implementation, budgeting, and reporting.

Ranger Program

- Provide strategic direction for ranger program development.
- Support long-term sustainability and funding pathways.
- Ensure operational and financial efficiency.

Jointly Managed Conservation Estate

- Maintain relationships with DBCA.
- Support joint management operations and agreements.
- Monitor, review, and report on partnership outcomes.

First Nations Ways of Working

- Promote culturally appropriate work practices.
- Ensure protection and respect for culture and community.
- Implement ICIP (Indigenous Cultural and Intellectual Property) and research protocols.

Essential Criteria

- Degree in a relevant field or equivalent experience
- Demonstrated leadership and management experience
- Strong stakeholder engagement and partnership skills
- Knowledge of relevant legislation (e.g. Native Title, ILUAs)
- High-level communication and cross-cultural capability
- Commitment to community empowerment and self-determination

- Experience in project and financial management
- Proficiency in Microsoft Office
- Willingness to travel and work on Country
- Strong understanding of Workplace Health and Safety requirements
- Current Australian Driver's Licence

Desirable Criteria

- Preferably a Nyamal person (not an identified position)
- Experience with GIS mapping systems
- Experience working with conservation agencies or ranger programs

About Nyamal Aboriginal Corporation (NAC)

Nyamal is our language, land, law and people. Nyamal Country is located in the Pilbara region of Western Australia, south-east of Port Hedland.

In 2019, Native Title was recognised over nearly 30,000 square kilometres of Nyamal Country. Nyamal Aboriginal Corporation (NAC) was established as the Registered Native Title Body Corporate (RNTBC) to represent Nyamal people and manage their rights and interests.

NAC works to advance the wellbeing of Nyamal people through cultural, social, environmental, and economic initiatives, while maintaining strong connections to Country and culture.

Nyamal Healthy Country Plan (2025–2035)

The Nyamal Healthy Country Plan provides the strategic framework for caring for Country, integrating cultural knowledge with contemporary land management practices.

The Plan identifies key priorities including:

- Water places
- Plants and animals
- Cultural sites and special places
- Knowledge and cultural practices

Delivery of the Plan is overseen by NAC and guided by the Strong Country Committee, ensuring a long-term, community-led approach to managing Country and strengthening cultural connection.

Pre-Employment Requirements

- National Police Check
- Working With Children Check (required prior to commencement)

Additional Information

This Position Description outlines the primary responsibilities of the role but is not exhaustive. Additional duties may be required from time to time.

*This position will remain open for five weeks (**closing 27 July 2026**); however, NAC will be interviewing throughout the application period and reserves the right to close the advertisement early if a suitable candidate is identified.*