



Position Description

Position: Area Lead - Country Program

Term: Full-time permanent

Reporting to: General Manager Culture and Country Programs

Direct reports: 6 – 10 people

Role: The Area Lead – Country Program provides senior leadership to KJ’s Country Program, with accountability for turning Martu priorities into strong land management strategies and on-Country outcomes.

The role leads the planning and delivery of culturally grounded, practical work programs aligned with KJ’s learning and development approach. It requires a capable, experienced leader who can operate across people leadership, program delivery, funding accountability and community engagement.

The Area Lead oversees and supports KJ’s four Martu Ranger Teams to ensure on-Country work is well planned, properly resourced, safe and delivered to a high standard. The role also has an organisation-wide influence, ensuring Martu methods, aspirations and cultural obligations are embedded across KJ programs.

Location: Newman with travel to remote communities and on-country required.

Salary: A generous salary package, including housing allowances and benefits, will be negotiated – taking into account experience and suitability.

Enquiries: Enquiries should be directed to tim.schneider@kj.org.au

Applications: Applications should be emailed to tim.schneider@kj.org.au

Closing date: 19 January 2026



Kanyirninpa Jukurrpa

Area Lead, Country Program

Overview of the Country Program

Kanyirninpa Jukurrpa (KJ) is a Martu organisation established in 2005 and incorporated as a not-for-profit in 2009 to look after Martu culture and support strong, sustainable Martu communities. Martu are the Traditional Owners of the Martu Native Title Determination and Karlamilyi National Park, covering approximately 15 million hectares across three desert bioregions.

KJ works in a Martu-led, Martu-focused way that is accountable to Martu values, authority and ways of working.

Guided by KJ's Country, Culture and Communities (CCC) Framework and five-year strategic plan, KJ's on-Country work spans cultural, environmental, educational and social activities. The Country Program enables Martu to care for Country, pass on cultural knowledge and strengthen livelihoods in remote communities. It underpins much of KJ's work and is central to maintaining Martu identity, social stability and long-term community resilience.

The program is delivered through four Martu Ranger Teams based in remote communities, supported by specialist roles including a Fire Engagement Officer and a Healthy Country Officer. External partners support the program through technical advice, expertise and delivery support.

Objective of the role:

The Area Lead – Country Program provides senior, visible leadership to the Country Program and the people delivering it. The role leads teams through complex, changing and often unpredictable conditions while ensuring work remains culturally grounded, purposeful, safe and accountable.

This is a hands-on leadership role requiring regular presence in remote communities. Success depends on strong relationships, consistent on-the-ground support to staff and Rangers and the ability to operate effectively where plans frequently change due to weather, cultural obligations, and community priorities.

The Area Lead is expected to lead with sound judgement, flexibility and calm, maintaining direction in the midst of ambiguity.

Key Responsibilities

Leadership and Program Delivery

- Lead, manage and mentor the Country Program team in line with KJ's values, methods and organisational culture.
- Set annual priorities and work plans with the General Manager, Ranger Teams and Cultural Advisors.
- Oversee planning, delivery and reporting of on-Country land management activities.
- Ensure all work is delivered within the CCC Framework and guided by a Martu worldview.

People and Community Engagement

- Maintain regular, in-person engagement with Ranger Teams and staff in remote communities.
- Build and maintain strong, respectful relationships with Martu individuals and communities.
- Support staff wellbeing, performance and development in complex operating environments.



Kanyirninpa Jukurrpa

Governance, Funding and Partnerships

- Manage program budgets and ensure accurate reporting and acquittal of funds.
- Identify funding opportunities and contribute to grant applications and funder relationships.
- Develop and maintain effective relationships with environmental NGOs, partners and stakeholders.
- Influence other KJ programs to ensure Country and Martu ways of working are embedded across the organisation.
- Undertake other duties consistent with the role as required.

Qualifications and Experience

Essential Experience and Capability

- Demonstrated experience working in remote cross-cultural settings with Indigenous Ranger teams or communities.
- Qualifications and or substantial experience in Natural Resource Management or a related field.
- Strong people leadership capability including mentoring and performance management.
- Ability to operate calmly and effectively across a wide range of tasks from day-to-day logistics to high-value funding and stakeholder management.
- Proven capacity to manage competing priorities community expectations and political complexity.

Communication and Organisation

- Clear written and verbal communication skills.
- Strong organisational skills sound judgement and practical problem-solving ability.

Practical Requirements

- Willingness and ability to travel regularly to remote communities and spend time on Country.
- Competence in standard office systems and reporting requirements.
- Current manual C Class driver's licence (or equivalent).
- Satisfactory National Police Check and Working with Children Check (to be completed prior to confirmation of appointment).

Desirable

- Qualification and / or experience in community development
- Experience in managing and acquitting funding and grants.

Accountability

The Area Lead – Country Program is accountable to the General Manager Culture and Country Programs.