

# Regional Manager

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*This is an Aboriginal and/or Torres Strait Islander Designated Position, classified under 'special measures' of section 12 of the Equal Opportunity Act 2010 (Vic). Only Aboriginal and/or Torres Strait Islander people are eligible to apply.*

<b>Location:</b>	Regional Victoria / hybrid arrangements
<b>Reports to:</b>	Head of Regional Strategy and Engagement
<b>Team:</b>	Community Engagement Team – Regional Teams
<b>Classification:</b>	Level 6
<b>Salary Range:</b>	\$142,790-\$160,410 + superannuation
<b>Employment Type:</b>	Full-time
<b>Employment Status:</b>	Ongoing

## About Gellung Warl

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Gellung Warl - meaning 'tip of the spear' in Gunaikurnai language - is a First Peoples' representative and deliberative body, underpinned by Aboriginal Lore, Law and Cultural Authority.

Gellung Warl is established as a statutory corporation under the Treaty Act. It is made up of three arms that work together:

- the First Peoples' Assembly, the political decision-making arm
- Nginma Ngainga Wara, an independent government oversight and accountability arm and
- Nyerna Yoorrook Telkuna, an independent mechanism for ongoing truth-telling.

Gellung Warl is guided by the Ngarrakeetoong Martongakeeyt (Community Vision) and is answerable to Community through the Larbargirrar Gnuurtak Tulkuuk (Community Governance and Answerability Framework), which sets out how Gellung Warl engages with and is answerable to First Peoples in Victoria.

Gellung Warl's underlying purpose is to promote collective self-government, self-determination and empowerment of Traditional Owners and Aboriginal Victorians, including by:

- by representing First Peoples in Victoria and exercising decision-making powers in relation to First Peoples in Victoria
- representing First Peoples in Statewide Treaty negotiations with the State, including undertaking ongoing Statewide Treaty negotiations, and supporting Traditional Owner treaty-making

- providing for ongoing truth-telling and healing
- advising the Parliament and the State government in relation to matters that affect First Peoples and holding the State government to account in relation to its commitments to, and the impact of its actions on, First Peoples.

## Role Purpose

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The Regional Manager leads a multi-disciplinary regional team and oversees day-to-day operations across the region and also coordinates regional operations in support of Gellung Warl's statutory functions, organisational priorities, and community engagement objectives. The role provides place-based leadership across a defined region and ensures local activity is informed by community voice, cultural authority, sound operational practice and the practical requirements of Treaty engagement and implementation. The role reports to the Head of Regional Strategy and Engagement and supports Members, Elders' Voice and Youth Voice representatives, and ensures that regional activity aligns with Gellung Warl priorities and the matrix reporting model set out in the future-state structure.

This role requires the ability to navigate a complex environment, ensuring that local operations, staff leadership and regional engagement activities uphold Gellung Warl's priorities, cultural authority and values while maintaining constructive relationships with Traditional Owners, First Peoples and stakeholders.

## Accountabilities

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- **Regional Leadership & Operational Management:** Lead and oversee regional operations to ensure activities are effectively planned, coordinated and delivered in alignment with Gellung Warl's strategic priorities, governance framework, operational requirements and statutory obligations. Provide local operational leadership across workforce planning, resource allocation, event oversight and day-to-day regional management.
- **People Leadership:** Lead, coach and develop a high-performing regional team by providing effective supervision, work allocation, performance management and professional development. Foster a collaborative, inclusive and culturally safe workplace, while supporting recruitment, onboarding, succession planning and workforce capability.
- **Community Engagement & Relationship Management:** Build and maintain strong, respectful and productive relationships with Traditional Owners, Members, Aboriginal communities, Elders' Voice and Youth Voice representatives, community organisations and other stakeholders. Develop and implement regional engagement approaches that strengthen community participation and support Treaty objectives.
- **Collaboration & Organisational Alignment:** Work collaboratively across Gellung Warl within a matrix reporting environment to ensure regional teams are connected with central specialist

functions, promote cross-regional consistency and contribute to continuous improvement across the organisation.

- **Planning, Reporting & Continuous Improvement:** Oversee regional planning, reporting and information sharing to ensure community feedback, operational insights and local intelligence inform organisational planning, decision-making and continuous improvement initiatives.
- **Risk & Governance:** Identify, monitor and respond to operational risks, emerging issues and opportunities, escalating matters where appropriate and ensuring regional activities comply with organisational policies, governance requirements and legislative obligations.
- **Service Delivery & Regional Coordination:** Oversee the delivery of high-quality regional services, engagement activities, events and community initiatives by ensuring local work is well coordinated, responsive to community needs and delivered consistently with Gellung Warl's strategic objectives.

## Key Selection Criteria

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### Skills, Capabilities & Knowledge

#### Leadership

- Demonstrated ability to lead regional or place-based operations within a complex, community-facing and culturally responsive environment.
- Proven experience leading, developing and supporting high-performing teams, including managing performance, fostering collaboration and creating culturally safe workplaces.
- Ability to work effectively within a matrix reporting environment and lead across Gellung Warl boundaries to achieve shared outcomes.

#### Stakeholder Engagement & Influence

- Highly developed stakeholder engagement skills, with the ability to build, maintain and influence trusted relationships across communities, representative structures, government and partner organisations.
- Excellent written and verbal communication skills, with the ability to communicate effectively with community members, staff and stakeholders, and support clear reporting and information sharing.

#### Strategic & Operational Delivery

- Strong organisational, planning and operational coordination skills, with the ability to manage competing priorities and deliver regional activities to agreed timeframes and quality standards.

- Demonstrated ability to use data, reporting tools and digital systems to support planning, operational coordination, performance monitoring and community engagement.
- Sound digital literacy, including proficiency in Microsoft Office Suite and experience using CRM or similar information management systems.

### Cultural Capability

- Passionate about being part of a reform to benefit First Nations people in Victoria.
- Respectful and culturally aware, with a strong commitment to working in alignment with Gellung Warl's values and cultural authority.

### Experience & Qualifications

- Demonstrated experience overseeing multi-disciplinary or geographically dispersed teams to ensure delivery of local operations, engagement activities and strategic objectives.
- Experience managing staff, including supervision, development, succession planning and performance management.
- Experience in stakeholder engagement, community organising, event coordination, local operations or related community-facing work.
- Experience working in a complex, values-led, for-purpose, public sector, statutory, representative or reform environment is desirable.
- Relevant tertiary qualification or equivalent experience is desirable.
- As part of our commitment to child safety and in line with the Working with Children Act 2005 (Vic), all roles within Gellung Warl require a valid Working with Children Check (WWCC).
- Current full Victorian Driver Licence.
- Ability to travel and stay overnight across Victoria as required.



## Other Relevant Information

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Gellung Warl employees need to disclose any pre-existing illness or injury that they know about which could be reasonably foreseen to be affected by the described work duties. Pursuant to section 41 of the *Workplace Injury Rehabilitation and Compensation Act 2013 (Vic)*, failure to disclose such a condition will mean that if employed, you will not be paid compensation for that condition.

Gellung Warl requires declarations and personal information relevant to your employment. The collection and handling of this information will be consistent with the requirements of the *Privacy and Data Protection Act 2014 (Vic)*.

Gellung Warl is committed to creating a workplace of inclusion and diversity. When it comes to our people, we:

- are committed to advancing First Peoples' employment by fostering a culturally safe workplace and supporting the recruitment, retention, and development of First Peoples.
- focus on ability, not disability, and will make reasonable adjustments wherever requested.
- welcome individuals who weren't born in Australia, speak English as a second language, and practice different faiths. We also respect and welcome people who express their gender, sex, and sexuality in different ways
- consider that people with more life experience have a lot of wisdom to offer.

Gellung Warl employees must uphold Gellung Warl's commitment to inclusion and diversity by role modelling inclusive and respectful behaviours, in line with Gellung Warl's values, capabilities and policies.

Gellung Warl is a Child Safe organisation committed to the health, wellbeing and safety of children and young people. This commitment is taken seriously, and all employees are expected to maintain a valid Working with Children Check, and be cognisant of, and act consistently with, Gellung Warl's expectations about child safe principles and behaviours.

Gellung Warl requires all successful applicants to undertake a National Police Check. Employment will be conditional upon a satisfactory outcome.

As per the *Occupational Health and Safety Act 2004 (Vic)*, Gellung Warl employees must take reasonable care for the health and safety of themselves and others and not put others at risk by any act or omission. Employees must cooperate with Gellung Warl about any action taken to meet OHS obligations, this includes following safe work practices and reporting incidents and hazards.

Employees must not intentionally or recklessly interfere with or misuse anything at the workplace to support health, safety, and welfare.

