

Head of Program Delivery

 LOCATION	 EMPLOYMENT	 TEAMS	 LEVEL
Hobart	1 FTE	Program Delivery Leadership	Level 7

Strategic contribution – your impact

The Head of Program Delivery turns NRM South's strategy into consistent, high-quality delivery and measurable impact. The role leads our program portfolio across biodiversity, water, land and sustainable futures themes, ensuring our work is well designed, effectively delivered and aligned with organisational priorities, funding commitments and community and landscape needs.

As a member of the Leadership Team, the Head of Program Delivery brings a strong operational perspective to organisational decision-making, helping NRM South work with clarity, accountability and confidence.

The role is central to maintaining NRM South's reputation for professional, credible and impactful delivery – ensuring we have the systems, people and discipline to turn good ideas into results.

Position overview – what the position looks like

The Head of Program Delivery provides strategic and operational leadership across NRM South's program portfolio, overseeing planning, prioritisation, resourcing and delivery. This is a hands-on leadership role for a strong operator who can manage complexity, set clear expectations, build team capability and maintain a strong focus on outcomes and accountability.

The role ensures projects are delivered effectively, within budget and timeframes, and to high standards of quality, governance, compliance and risk management.

The role leads the program team, strengthening capability, accountability and consistent project management practice. Working closely with the CEO and Leadership Team, the Head of Program Delivery identifies delivery risks and opportunities, supports decision-making and drives continuous improvement.

About NRM South – Who we are

NRM South is a values-driven organisation, with people who:

- * love to innovate
- * pursue excellence in their work
- * are passionate about natural resource management
- * enjoy collaborating, value diversity and inclusiveness
- * are committed to achieving outcomes that benefit Tasmania's environment and communities

OUR PURPOSE

NRM South is a not-for-profit organisation that works to keep our natural and productive landscapes healthy over the long term.

We are one of three natural resource management bodies in Tasmania and part of a national network of 54 similar entities.

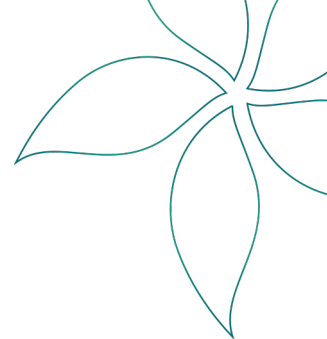
We are the 'go to' organisation for planning and delivery of natural resource management in southern Tasmania. We work in partnership with government, research, industry, NGOs, regional bodies, and the community to deliver strategic, coordinated, and collaborative programs.

OUR VISION

To facilitate collaborative action for healthy landscapes and seascapes, protected natural values, and sustainable livelihoods and lifestyles.

REGIONAL STRATEGY 2023

<https://nrmsouth.org.au/about-us/our-strategy/>



Position relationships – Who you will be working with

Supervisor	Chief Executive Officer (CEO)
Direct reports	* Program staff * Project delivery partners and contractors
Internal relationships	* NRM South Leadership Team * All staff * NRM South Board Directors and Committee members, as/when appropriate
Stakeholders	* Government agencies (Commonwealth, State and Local) * Funding bodies and delivery partners * Industry, research and community stakeholders * Other NRMs * Contractors, consultants and technical experts

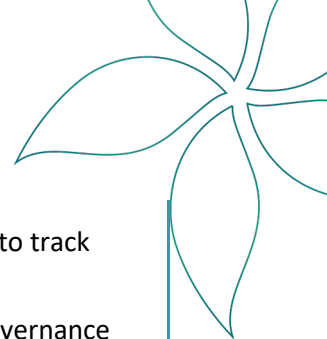
Key accountabilities – What we expect of you

The Head of Program Delivery is accountable for:

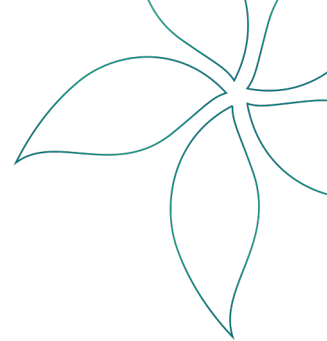
- * Delivery of all funded programs and projects
- * Program performance, outcomes and impact, governance, compliance and risk management
- * Leadership and performance of program teams
- * Maintaining high standards of project management and delivery discipline

Duties and responsibilities – What you will do

Deliver Results	Lead program planning, prioritisation, budgeting and delivery to achieve outcomes in line with organisational strategy and contractual commitments. Translate strategic priorities into executable programs and projects, ensuring resources, capability and systems support effective delivery. Support pipeline development by identifying emerging funding, partnership and project opportunities through program delivery and stakeholder relationships. Provide advice on strategic fit, delivery implications and opportunities, and activate relevant staff to develop and pursue them. Ensure alignment between program delivery, funding requirements and organisational priorities, providing clear advice to the CEO and Leadership Team on performance, risks and opportunities. Identify opportunities for process improvement, innovation and efficiency, embedding adaptive and evidence-based approaches across programs and projects.
Program Management	Establish and maintain program and project management standards, including QA/QC processes, to ensure consistency, quality and accountability. Oversee project implementation to meet milestones, budgets and contractual obligations, ensuring compliance with legislation, permits, procurement and organisational policies.



People Leadership	Embed monitoring, evaluation and reporting systems, including MERI, to track program performance and organisational impact.
	Support program governance, including coordination of the Project Governance Steering Committee, and ensure integration across biodiversity, water, land and sustainable futures portfolios.
	Identify, manage and escalate delivery risks, working with the Head of Business Services to align with organisational risk frameworks.
	Lead and manage program staff to support high performance, accountability and continuous improvement, including workforce planning, resource allocation and capability development.
	Build a strong program culture focused on professionalism, delivery excellence, accountability and capability in project management, systems and stakeholder engagement.
	Integrate project delivery, roles and workflows to optimise team performance and organisational effectiveness.
Stakeholders, Collaboration, and Communication	Collaborate with the CEO and Leadership Team to drive organisational outcomes, bringing a strong delivery lens to decision-making and fostering effective cross-team relationships.
	Strengthen NRM South's reputation through consistent, high-quality delivery and a culture that reflects organisational values in practice.
	Build and maintain productive relationships with government, industry, research and community stakeholders to support effective delivery, collaboration and future opportunities.
	Lead and uplift program team capability in proactive stakeholder engagement and communication, identifying opportunities to showcase outcomes, share knowledge and strengthen partnerships.
Health & Safety	Support internal and external learning and knowledge sharing to enhance organisational visibility and influence.
	Represent NRM South with professionalism and integrity, communicating program outcomes, risks and opportunities clearly and consistently.
	Oversee WHS within program delivery, ensuring responsibilities, systems and practices are clear and effectively implemented.
Other duties	Promote a strong culture of health, safety and wellbeing, proactively managing risks for staff and contractors in line with policies and legislation.
	Drive continuous improvement of WHS systems and embed best practice across program activities.
	Fulfil other duties and reasonable directions as specified by the CEO, within scope of capabilities, experience, and responsibilities.



Position criteria – What attributes you will have

Knowledge – What you know

- * Relevant tertiary qualifications in natural resource management, environmental management, or a related discipline (or equivalent experience).
- * Strong understanding of program and project management in complex, multi-stakeholder environments, including QA/QC and MERI frameworks.
- * Knowledge of funding agreements, compliance, governance, and reporting requirements.
- * Understanding of natural resource management issues, policy context, and Aboriginal NRM integration.

Experience – What you have done

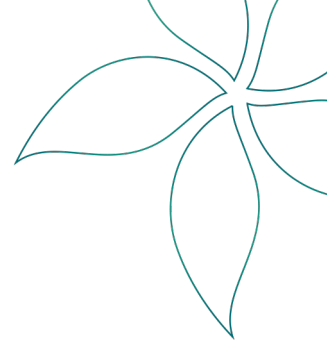
- * Proven experience leading complex programs or portfolios of projects to successful delivery.
- * Significant experience managing teams and delivering outcomes in dynamic, resource-constrained environments.
- * Demonstrated experience in program governance, compliance, risk, and reporting.
- * Experience working with government, industry, community stakeholders, and delivery partners.
- * Experience in implementing or refining project management frameworks, systems, and consistent practices across teams.

Behaviour – What you can do

- * Strong operational leadership with the ability to translate strategy into action.
- * Ability to manage multiple priorities, people, and projects effectively.
- * Confident in setting expectations, enforcing standards, and managing performance.
- * Strong analytical and problem-solving skills, with a focus on delivery outcomes.
- * Effective communicator with the ability to influence, collaborate, and embed a culture of proactive engagement and learning.

Personal Qualities – Who you are

- * Decisive, practical, and outcomes-focused.
- * Accountable and reliable, with strong follow-through.
- * Comfortable managing complexity and ambiguity while maintaining delivery focus.
- * Professional, collaborative, and committed to high standards.
- * Values natural resource management outcomes, organisational culture, and public benefit.



Other Position Requirements – essential or desirable

- * Australian citizen or resident
- * Current Drivers Licence

How to apply

- * Please prepare an application addressing the selection criteria, a resume, a cover letter and details of two referees by COB, Wednesday 2 September 2026 to applications@nrmsouth.org.au.
- * For more information, please contact our CEO Nepelle Crane on 0447 266 527