

Director, Cultural Land Management

Position Description

Reports to:	Executive Manager, Biocultural Landscapes
Status:	Full-time
Direct reports:	Cultural Water Program Manager Cultural Fire Program Manager Senior Advisor, Cultural Forest Research and Management Property Operations Program Coordinator TOLMB Executive Officer Additional direct reports may be appointed
Location:	Alexandra

Taungurung Land and Waters Council (TLaWC) is the appointed representative entity of the Taungurung nation, and acts as the voice of the Taungurung people – a people with a strong sense of shared identity, self-determining in the management of Country and culture.

TLaWC upholds the interests of the Taungurung people with an emphasis on economic, social, cultural and cultural heritage well-being. TLaWC is a Registered Aboriginal Party as well as the representative entity for the Taungurung Recognition and Settlement Agreement.

TLaWC's focus is to honour the past, protect the present and strengthen the future of the Taungurung Nation, which occupies a large part of Central Victoria.

Cultural Land Management team

The CLM (Cultural Land Management) team progresses Taungurung's CLM policy and program agenda by leveraging rights and interests enabled in the Taungurung Recognition and Settlement Agreement and further supported by State and Federal policies and programs.

Coordinates the development, documentation, and application of methodologies for cultural land management governance, planning, and practice.

Major projects are approached through a Cultural Landscape lens.

Primary Function

The Director, Cultural Land Management is part of the senior leadership team of the Biocultural Landscapes Department.

The role will deliver the strategic direction, vision and objectives of the TLaWC Cultural Land Management team, ensuring that the Taungurung community's objectives for the health of Country and reinvigoration of cultural practices are realised.

The role will have responsibilities for creating and expanding on the opportunities for Taungurung people to activate their authority in the Planning, Management and Governance of Taungurung Country, according to a Cultural Landscapes approach.

The role will oversee and coordinate implementation of the TLaWC Cultural Land Management Strategy in close collaboration with the Executive Manager, Biocultural Landscapes.

The role will develop and deliver strategic Cultural Landscape Development Programs to increase the influence of the Taungurung Nation in the Planning, Management and Governance with Country.

The role will have direct oversight of the Cultural Water Program, Cultural Forest Program, Cultural Fire Program and Taungurung Parks Program (Taungurung Parks Ranger Program and the TOLMB establishment and delivery).

The role will also play a key coordinating function across the Biocultural Landscapes Department for strategic reform opportunities in government policy, strategy and legislative frameworks that create opportunities for the recognition and activation of Traditional Owner rights and interests.

Key Duties

- Engage with relevant State agencies and TLaWC staff to deliver a comprehensive and visionary Cultural Land Management Strategy for the appropriate management of the entire Taungurung estate, with which all State program development into the future will need to comply.
- Establish and deliver existing and new strategic Cultural Landscape Pilots in collaboration with CLM Programs and other BLD teams
- Manage staff so as to ensure a consistent approach and a coherent plan for Taungurung Country management, planning and governance.
- Manage the Cultural Land Management team, and take responsibility for budgeting, reporting and compliance associated with all grant funding associated with the responsibilities of that team.
- Provide specialist technical advice and advocacy in engaging with a range of stakeholders on culturally informed NRM and Country management matters
- Prepare high quality briefs, submissions, reports and presentations for TLaWC Executive management and/or government and non-government partners.
- Take responsibility for leading work – policy, strategic and operational – that will advance Taungurung rights and interests in the governance, planning and management of Country, in ways that supports the work of all Biocultural Landscape Department teams
- As part of the Senior Leadership team, contribute to a range of outcomes in relation to treaty, land management, economic development and nation-building
- As part of the Senior Leadership team, actively contribute to the development and implementation of organisational policies, systems, procedures and processes that will ensure a best practice approach to everything TLaWC does.

- Lead and support implementation of an effective OHSMS through allocation of required resources. Direct and support employees to contribute to the effectiveness of OHSMS

Role Requirements

- Tasks that involve a degree of flexibility such as walking on uneven surfaces
- Driving off road across a variety of landscapes and gradients
- Long periods of time spent sedentary at a desk
- Reasonable level of health and fitness required to perform the inherent requirements of the role

Key Selection Criteria

Essential capacities

- Relevant tertiary qualifications and relevant industry experience in any of the following: natural resource management, community development, conservation ecology, social sciences. Previous experience in participatory natural resource management will be highly regarded.
- Understanding and commitment to **strength-based development** and culturally led land management.
- Demonstrated capacity in the following areas: **policy co-design and advice; policy advocacy, program co-design and complex project management.**
- Highly developed analytical and complex **problem-solving skills.**
- Excellent **interpersonal skills** and the ability to liaise, engage, coordinate, and negotiate across stakeholders and collaborators with a wide range of expertise and backgrounds.
- Highly developed verbal and written **communication skills.**
- Demonstrable **management/** team leadership ability.
- Successfully pass a Working with Children Check
- Hold a valid Victorian drivers licence

Personal Attributes

- Good professional judgment and confident decision-making in relation to core duties
- Strong leadership skills and experience
- High ethical standards and personal integrity
- Ability to maintain confidentiality in relation to sensitive information
- Strong organizing and time management habits
- A high degree of emotional intelligence

To work with TLaWC applicants must have

- An understanding of the importance of country to Traditional Owners and the recognition of Taungurung as Traditional Owners
- An ability to communicate sensitively and effectively with Traditional Owners
- A commitment to self determination
- Adherence to the code of conduct

Key Performance Indicators

- Taungurung's role in land management decision-making is measurably increased, through development and delivery of a system of plans, expanding on the Cultural Land Management Strategy for the appropriate management of the entire Taungurung estate, with which all State program development into the future will need to comply.
- Cultural Landscape Pilots are successful in their delivery of outcomes for Country and collaborative governance, and new Cultural Landscape Pilots are being identified, planned for and delivered.
- Biocultural Landscape Directors are supported to make connections to relevant CLM Strategy objectives, programs and outcomes, and vice-versa.
- Cultural Land Management direct reports have increased direction, productivity and effectiveness. Their Programs are working collaboratively within CLM and with other BLD teams.
- Cultural Land Management direct reports receive regular, constructive feedback on their performance.
- Institutional mechanisms are developed that support collaboration, coordination and shared learning across the Executive Officer cadre in governance, planning and management for Parks, cultural reserves and other land and waters occupied by cultural landscapes.
- Institutional mechanisms are co-designed and enabled to develop, affirm and handback knowledge and practice learning to Taungurung Nation, through collaboration with, and leadership of, the Director Biocultural knowledge emergence.
- Key partners in State and local government and their subsidiary agencies embed TLaWC land management policies and plans and defer to TLaWC leadership in all on-Country matters.
- The development of a framework for governing Taungurung knowledge and practice is supported, through piloting specific examples within key Taungurung Cultural Landscapes
- TLaWC is effectively prepared for Joint Management.
- The development of organisational policies, systems, and procedures and processes that will ensure a best practice approach to everything TLaWC does are delivered for cultural land management.

I _____(Name) understand the inherent requirements of this role

Sign _____

Date _____