



**Eastern Maar**  
Aboriginal Corporation

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### Position Description

<b>Job title:</b>	Cultural and Natural Resource Manager
<b>Location:</b>	TBC
<b>Employment Type:</b>	12-month contract, full time, with the possibility of extension
<b>Salary:</b>	An attractive salary will be negotiated in line with experience
<b>Reports to:</b>	General Manager, Eastern Maar Aboriginal Corporation
<b>Supervised Staff:</b>	Dependent on future funding

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### The Organisation

Eastern Maar Aboriginal Corporation (EMAC) was determined by the Federal Court as a Registered Native Title Body Corporate (RNTBC) under the Native Title Act 1993 (*Cth*) in 2011, holding native title for an area of land shared with the Gunditjmarra people in what is now known as South West Victoria.

In 2012, the Eastern Maar filed a native title claim over the remaining portion of their traditional land and waters. EMAC has been accorded Registered Aboriginal Party status (under Victorian Aboriginal heritage legislation) for the shared native title area and has applied to extend this to include the area covered by the 2012 native title claim.

The Corporation is governed by a Board of Directors, each representing a family group of the Eastern Maar People. Its role is to protect and advance the aspirations of Eastern Maar citizens by managing their native title and cultural heritage rights and interests, and implementing aspects of the Eastern Maar Settlement Agreements to be negotiated with the State of Victoria under the *Traditional Owner Settlement Act 2010*. EMAC is also responsible for providing high quality policy advice, leadership in developing key initiatives, and strengthening the capacity and independence of Eastern Maar citizens.

### Purpose of the position

The Eastern Maar Aboriginal Corporation and community are at a critical moment in their development. As boundaries, group composition and aspirations for the future are being resolved and formulated through the Traditional Owner Settlement process, the Corporation has identified a need for expertise in natural and cultural resource management.

A whole-of-Country strategic planning process has been underway throughout 2014 and will be finalised early in 2015. A key purpose of the plan is to inform the Settlement Agreements, which will include the need

to prioritise public lands for hand back and joint management. The plan will articulate the vision for Eastern Maar citizens and the natural, social, economic, cultural and spiritual land/seascape we know to be 'home'.

This position will engage Eastern Maar citizens and contribute traditional and contemporary knowledge of natural and cultural values across Eastern Maar lands and waters. There will be a strong focus on building key relationships amongst the Eastern Maar community, the corporation and external stakeholders including Parks Victoria, Department of Environment and Primary Industries Local Government and Catchment Management Authorities.

### Position Objectives

- ☞ Country Plan - Management and implementation of *Meerreengeeye ngakeepoorryeeyt*, Eastern Maar Country Plan
- ☞ Human resources - Develop and manage a cultural and natural resource management team.
- ☞ Partnership development - Maintain/develop strong and effective relationships with key stakeholders
- ☞ Community engagement - support the corporation to engage with Eastern Maar citizens on issues and opportunities of strategic importance to the community.
- ☞ Technical advice - provide technical advice to the corporation on natural and cultural resource management related issues and opportunities raised through native title and country planning processes and advice in relation to the negotiation of cultural and natural resource management aspects of the Settlement Agreements.
- ☞ Planning - support the next phase of Country planning by investigating areas of cultural significance and their potential for future joint management (eg. National Parks, wetland complexes and the marine environment)
- ☞ Management – of cultural heritage and natural resource management activities including the implementation relevant section of the Settlement Agreements including joint management agreements.

### Selection Criteria

- ☞ Tertiary qualification in Cultural Heritage Management or equivalent is desirable.
- ☞ Demonstrated knowledge of the traditional lands, waters and landscape management within the Eastern Maar native title settlement application boundary.
- ☞ Demonstrated experience in Aboriginal Cultural Heritage Project Management
- ☞ Knowledge of public land management practices
- ☞ Experience identifying, developing and delivering strategies to improve Traditional Owners participation.
- ☞ High level judgement experience in analytical problem solving and decision making.
- ☞ Experience in community engagement and stakeholder management, with both Traditional Owners and external organisations.
- ☞ Development, implementation and review of organisational strategic and operational objectives.
- ☞ Demonstrated ability to lead a team which consistently and effectively delivers on its goals and objectives.



## Eastern Maar Aboriginal Corporation

- ☞ Time management skills to effectively manage competing priorities
- ☞ A current Victorian driver's licence is required.

### Personal qualities

- ☞ Eastern Maar cultural awareness – creates and maintains a place of cultural safety when engaging, working or socializing with Eastern Maar citizens
- ☞ Empathy and cultural diversity awareness – communicates well with, understands and considers the perspectives and values of people from a range of culturally diverse backgrounds.
- ☞ Relationship building - Establishes and maintains relationships with individuals and organisations at all levels. Builds trust through consistent actions, values and communication.
- ☞ Integrity – Committed to the interests of Eastern Maar citizens and operates in a manner that is consistent with the Corporation's Code of Conduct. Inspires trust by treating all individuals equally, fairly and professionally.
- ☞ Self-discipline – maintains a consistent and professional standard of behavior at all times. Recognises that the role represents the Eastern Maar Aboriginal Corporation and citizens during all situations and interactions. Recognises own limitations and works with others to ensure identified outputs are achieved.
- ☞ Personal Goals – goals should reflect a desire for leadership, initiative, innovation, enthusiasm and a commitment to building a strong Country Plan.
- ☞ Social Media – ability to use social media channels and manage on-line forums for the promotion and dissemination of Eastern Maar news, updates and information.
- ☞ Stakeholder Management - Ability to engage with a wide variety of stakeholders both within Eastern Maar and the broader Victorian/Australian community

### Accountability and Extent of Authority

The position will:

- ☞ Report to the General Manager in the development and delivery of their work plan
- ☞ Advise the EMAC negotiation team on natural and cultural heritage issues
- ☞ Report quarterly to the Corporation Board.

### How to apply

Applications must address the key selection criteria and include a resume.

Please mark them 'confidential' and either e-mail them to [jlowe@easternmaar.com.au](mailto:jlowe@easternmaar.com.au) or post to:

The General Manager  
Eastern Maar Aboriginal Corporation  
36-38 Gipps st  
Collingwood VIC 3066

**Closing date for applications: Friday February 17<sup>th</sup> 2017**



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If you require any assistance in putting together your application or have any questions about the position, please contact Jamie Lowe via email or ph 0423959022