



POSITION DESCRIPTION

JOB TITLE:	SEA COUNTRY MANAGER
LOCATION:	Warrnambool, Victoria
TERM:	1.0 FTE full-time until 30 June 2025, subject to Govt. funding
SALARY:	\$100 000 - \$115 000 PER ANNUM
REPORTS TO:	General Manager Biocultural Landscapes

THE ORGANISATION

The Eastern Maar Aboriginal Corporation (EMAC) is a Registered Native Title Prescribed Body Corporate (RNTBC) established under the Native Title Act 1993 (Cth) and registered as a corporation under the Corporations (Aboriginal and Torres Strait Islanders) Act 2006 (CATSI Act).

EMAC was established in 2011 following a positive Native Title consent determination by the Federal Court. This determination granted rights over an area known as PART B, spanning from Deen Maar (Lady Julia Percy Island) in the south to Dunkeld in the north. It is shared with the Western Gunditjmara Native Title Holders, represented by the Gunditj Mirring Traditional Owners Aboriginal Corporation.

In March 2023, a second positive Native Title Determination expanded EMAC's jurisdiction, covering an extended area from Yambuk to Aireys Inlet in the southwest, reaching Middle Creek and Ararat in the north, and returning south to Dunkeld.

Eastern Maar peoples are those descendants, including by adoption, of the following persons:

- King of Port Fairy and Eliza; Old Jack (father of John Dawson); Charlie and Alice (parents of Albert Austin); Samuel Robinson and Mary Caramut; Lizzie (mother of Frank Clarke); Robert and Lucy (parents of Alice Dixon); Barney Minimalk; Nellie Whiturboin; Louisa (mother of William Rawlings) and Richard Sharp;

and who:

- either identify as being from the eastern domain of the Maar-speaking people and are recognised as being from the eastern domain by the Eastern Maar people;
- or otherwise identify as Maar, Gunditjmara, Tjap Wurrung, Peek Whurrung, Keeray Wooroong (Kirrae Whurrung), Kuurn Kopan Noot, Yarro Waetch (Tooram Tribe), Djargurd Wurrung, Gulidjan and/or Gadubanud and are recognised as being from the eastern domain by the Eastern Maar people.

EMAC is a formally recognized Registered Aboriginal Party (RAP) responsible for protecting and managing cultural heritage. The RAP boundaries extend beyond the Native Title-recognized boundaries, including Winchelsea in the east and reaching the furthest point of Landsborough in the north.

As the representative body, EMAC advocates for the collective group, advancing their native title rights, protecting cultural heritage, providing policy advice, and leading key initiatives aligned with the rights, aspirations, and assertions of the EMAC community. They actively strive to enhance the cultural and economic capacity and independence of Eastern Maar citizens by pursuing and implementing their economic and social aspirations, notably through the Victorian Registered Aboriginal Party regime.



PURPOSE OF THIS POSITION

Reporting to the General Manager – Biocultural Landscapes, the Sea Country Manager is responsible for contributing and providing overall supervision/support and direction to the Sea Country Branch in driving the development and implementation of our strategic and operational plan for Sea Country.

The Sea Country Manager will work to ensure Eastern Maar assertions, rights cultural knowledge and ways of working are integrated, adopted, and embedded by state and federal governments, regulators, industry, researchers and other stakeholders in relation to proposals and management of Eastern Maar's coast and marine environment, including proposed offshore wind development.

The position will lead and contribute to the implementation of programs and projects related to strengthening Eastern Maar's 'caring for Sea Country' capacity including the establishment of a Sea Country Guardian program aiming to advance the increasing participation of Eastern Maar Citizens in this space.

The Sea Country Manager will work collaboratively with other branches of the Biocultural Landscapes Division (Healthy Country, On Country and Cultural Heritage).

KEY ROLES AND RESPONSIBILITIES

Specifically, the position's duties will include.

- **Strategic Focus Areas:**
 - Lead, develop, support, and manage the EMAC Sea Country branch.
 - Developing, with community, board, and staff input, agreed and prioritised priority focus areas for EMAC's Sea Country strategic and operational planning, including key areas and species of cultural significance.
- **Community Engagement and Development:**
 - Lead community engagement efforts and development of Eastern Maar's Sea Country Planning and related plans or position statements.
 - Promoting the inclusion of Eastern Maar values in Sea Country planning and management.
 - Supporting events and opportunities to provide for reconnection of community with Sea Country, to identify values, concerns and interests around current and future management and promote involvement from Traditional Owners in Country
 - Increase understanding of tangible and intangible cultural values on Land and Sea Country whilst maintaining the cultural intellectual property and data sovereignty.
- **Stakeholder Relationship Management and Engagement:**
 - Establish key relationships with a range of stakeholders, including but not limited to Government, non-government organisations, other Traditional Owner Corporations and universities ensuring collaboration is in alignment with EMAC priorities and ways of working to achieve positive Country and Cultural outcomes for the EMAC rights holders.
 - Engage with and respond to offshore wind / offshore energy proponents, State and Federal Government, and Vic Grid as a point of contact for the views of the Eastern Maar community.



- **Financial Oversight:**
 - Take responsibility for budgets, financial and other reporting as required and provide oversight of contract management and delivery and performance of the Sea Country branch.
- **Advisory Role and Safety Promotion:**
 - Providing advice on opportunities, challenges and issues related to the management of Sea Country within the EMAC ancestral estate.
 - Promote responsible work practices to ensure a healthy and safe work environment while on Sea Country.

GENERAL

- Being aware and adhere to The Privacy Act, OH & S Legislation and other relevant legislations.
- Being aware and adhere to EMAC Policy and Procedure manuals.
- Being aware and participate in staff performance reviews.
- Attending all mandatory training as required.
- Performing other duties as may be directed or implied from time to time.

KEY SELECTION CRITERIA

ESSENTIAL

- Tertiary qualification (minimum bachelor's degree) in either; community development, natural resource management, environmental science, marine science, or marine biology.
- Excellent interpersonal and communication skills with demonstrated experience in working collaboratively and influencing across multiple stakeholder groups.
- Excellent written and oral communication skills including the ability to effectively engage a range of stakeholders including management, government bodies and community members.
- Proven ability to show initiative, work collaboratively, prioritise work requirements, consult appropriately and respond to direction.
- Good time management skills with the ability to manage multiple relationships and projects simultaneously.
- Demonstrated experience in strategic and business planning with well-developed project management and organisational capabilities.
- Genuine desire to work on-Country to promote Eastern Maar values and assertions in relation to Sea Country.
- Proven planning, problem-solving and analytical skills with the ability to work through issues with moderate complexity and guide and/or coach others in the resolution of problems.

DESIRABLE

- Demonstrated understanding of the regulatory framework in which EMAC operates.
- Knowledge of Eastern Maar people, Country, culture, values, aspirations and customs and experience working with the Eastern Maar people, community and key organisations and stakeholder groups
- Experience working with Aboriginal people, including a demonstrated ability to communicate and engage sensitively and effectively with Traditional Owner led communities and organisations.
- A demonstrable understanding of the key elements of EMAC's Country Plan goals.



Eastern Maar
Aboriginal Corporation

OTHER POSITION REQUIREMENTS

Offers of employment can only be made once all required probity checks have been completed. These include:

- reference checks.
- The appointment of the successful applicant will be made subject to a satisfactory national police history check. A clear Police Check must be conducted within the last three months.
- Acceptable evidence of their proof of immunisation/vaccination status.
- The incumbent requires the ability to travel regularly for work-related purposes. A current Victorian driver's licence is essential.
- Proficiency in the use of computer and telecommunications technology.
- ***A request to conduct probity checks does not guarantee that an offer of employment will be made.***

WORKING FOR EASTERN MAAR ABORIGINAL CORPORATION

EMAC EMPLOYEE BENEFITS

- Hybrid working arrangements available.
- Paid Christmas break
- Employee Assistance Program
- Salary Packaging Benefits
- Four weeks of annual leave
- Mentoring, learning and career development opportunities.

EMAC WILL OFFER

- A friendly and supportive culture
- Work-life balance
- Opportunities for career progression
- Opportunity to experience various teams.
- Professional development opportunities

HOW TO APPLY

To apply please include in your application a CV/resume and cover letter that addresses why you are the best candidate for this position and how your background, experience and skills align with the Key Selection Criteria.

Please ensure your full name is on all attachments and email your application to Bansri Dave, bansri.dave@easternmaar.com.au

Closing date for applications: COB 27 November 2023

“We will begin conducting interviews as soon as applications for the position are received.”

If you have any queries about the role, please email bansri.dave@easternmaar.com.au

Appointment of the successful applicant will be made subject to a satisfactory national police history check.

Aboriginal and Torres Strait Islander people are encouraged to apply, but this is not a designated/identified Aboriginal and Torres Strait Islander appointment.