

On Country Guardian (4 x Positions available | Up to 1.0 FTE – Full-time or Part-time, Negotiable)

Position Description

Reports to Lead Guardian	Location Warrnambool, VIC	Salary Band 1 + super	Direct Reports 0	Employment Tenure Fixed term, up to 30 June 2028	Identification <i>Designated Aboriginal or Torres Strait Islander appointment</i>
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Overview of Eastern Maar Aboriginal Corporation

The *Native Title Act 1993 (Cth) (NTA)* requires that, following a native title determination, native title holders establish a *Prescribed Body Corporate (PBC)* to manage and protect their rights and interests. These corporations must incorporate under the *Corporations (Aboriginal and Torres Strait Islander) Act 2006 (CATSI Act)* and register with the *National Native Title Tribunal (NNTT)*. Once registered, they become a *Registered Native Title Body Corporate (RNTBC)*.

Eastern Maar Aboriginal Corporation (EMAC) was established in 2011 as an agent PBC following a positive consent determination by the Federal Court, covering an area known as PART B—from Deen Maar (Lady Julia Percy Island) to Dunkeld—shared with the Western Guditjmarra People, represented by Guditj Mirring Traditional Owners Aboriginal Corporation.

In 2023, a second determination expanded EMAC’s jurisdiction from Yambuk to Aireys Inlet, reaching Middle Creek and Ararat, and looping south to Dunkeld.

EMAC is a formally recognised Registered Aboriginal Party (RAP), with responsibilities for protecting and managing cultural heritage across a broader area extending to Winchelsea and Landsborough.

As the representative body for Eastern Maar citizens, EMAC leads the advancement of native title rights and interests, cultural heritage protection, high-quality policy advice, and initiatives aligned with the inherent rights, aspirations, and independence of its people.

Purpose of the Position

The purpose of the position is to deliver Caring for Country, fee-for-service and Natural Resource Management work and support the Biocultural Landscapes Division to deliver on the goals of the Eastern Maar Country Plan.

Key Roles and Responsibilities

Key duties include:

- Deliver Caring for Country, fee-for-service and Natural Resource Management work across Healthy Country and Sea Country projects - e.g. revegetation, monitoring, pest plant control, fencing, fire readiness
- Where required, undertake CHMP / cultural heritage fieldwork
- Participate in required training to build or refresh skills (e.g. OH&S, Chainsaw, Fire, Pest Control)
- Complete task records and report back key site information after work is completed



- Follow safety protocols and instructions from Lead Guardians and Coordinator
- Support Junior Ranger Program as required
- Receive regular work and structured development opportunities
- Contribute to new capability development (e.g. threatened species work, whale disentanglement)

General

- Be aware and adhere to The Privacy Act 1988, OH & S Legislation and other relevant legislations.
- Be aware and adhere to EMAC Policy and Procedure manuals.
- Be aware and participate in staff performance reviews.
- Attend all mandatory training as required.
- Perform other duties as may be directed or implied from time to time.

Key Selection Criteria – Essential

- Excellent interpersonal and communication skills with demonstrated experience of working collaboratively
- Ability to communicate respectfully, sensitively and effectively with Eastern Maar citizens
- Sound organisational skills with demonstrated ability to take initiative and manage issues.
- Excellent communication skills (written, verbal, listening)
- Proven ability to receive and follow directions and instructions
- Commitment to productive personal time management
- Appropriate level of fitness and ability to sustain activity consistent with this position
- Proven connection to the Eastern Maar Territory

Key Selection Criteria - Desirable

- Understanding of the full range of work of EMAC's Guardian program, including cultural heritage work and Healthy Country programs
- Strong understanding of the importance of Country to Traditional Owners and recognition of the Eastern Maar Peoples as Traditional Owners of the south-west region of Victoria.
- Commitment to and appreciation of Eastern Maar culture, values, perspectives, and heritage, including impacts of colonisation and importance of cultural continuity.
- Demonstrated understanding of and commitment to Aboriginal self-determination and supporting aspirations of the Eastern Maar community.

Other Position Requirements - Essential

- Holder of Working with Children Check
- Holder of a current Victorian Driver's Licence.
- Undertaken a National Police Check for Employment Purposes within the last 3 months

Note: A request to conduct probity checks does not guarantee an offer of employment.



Working with EMAC – Our offer to you

At EMAC, we are committed to fostering a supportive, culturally safe, and empowering work environment. When you join our team, you'll enjoy:

- Salary packaging benefits in accordance with the ATO-approved rates for Public Benevolent Institutions. Currently up to \$15,900 + Meal/Entertainment benefits up to \$2,650 per year.
- Paid Christmas break in addition to 4 weeks' annual leave
- Employee Assistance Program
- A friendly and supportive culture
- Professional development opportunities.

How to apply

To apply, send

- your resume outlining your employment history
- which position/s and preferred hours of work you wish to apply for (Only one application is required if applying for multiple roles)
- and a cover letter introducing yourself, outlining your motivation for applying and highlighting how your background aligns with the requirements of the role or a brief statement of why you should be considered (noting the Key Selection Criteria)

to bansri.dave@easternmaar.com.au

Closing Date

Sunday, 07 June 2026 at 11:59 PM.