

## JOB HIGHLIGHTS PACK

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<b>Role:</b>	<b>Country Manager (50D)</b>
<b>Department:</b>	<b>Environmental Services Unit</b>
<b>Reports to:</b>	<b>IPA Coordinator / Country Manager Supervisor</b>
<b>Direct Reports:</b>	<b>Nil</b>
<b>Location:</b>	<b>Broome, WA</b>
<b>Contract Type:</b>	<b>Permanent / Part-Time (4 days per week)</b>

## ORGANISATIONAL CONTEXT

*“Making mabu liyan real for all, always”  
People, land, culture, prosperity*

Nyamba Buru Yawuru (NBY) means ‘This is the place of Yawuru’. NBY is the operational company of the Yawuru Native Title Holders Aboriginal Corporation. NBY manages the day-to-day business of Yawuru and is engaged in a diverse range of projects which help to provide social, cultural, environmental, and financial sustainability for the future of Yawuru people.

## PRIMARY FUNCTION

The Country Managers are responsible for delivering the activities within the Yawuru Indigenous Protected Area and Ranger program and other projects across Yawuru Country.

## ESSENTIAL SELECTION CRITERIA

1. ‘C’ Class Drivers Licence.
2. Of Yawuru descent (NBY is seeking to increase the diversity of our workforce and improve equal opportunity outcomes for our employees as outlined in section 51 of the Equal Opportunity Act 1984).
3. Keen willingness to work in the conservation and ecosystem management.

## DESIRABLE SELECTION CRITERIA

1. Any formal certification e.g., TAFE certificates, first aid, white card with preference in conservation and ecosystem management.
2. Knowledge of Yawuru culture and Country.
3. Experience in undertaking land management activities such as weed control, native plant restoration.
4. Experience in using tools and equipment relevant to land management activities.
5. Experience developing communication materials and in public speaking.
6. Strong communication skills.

## ELIGIBILITY

NBY recognises Aboriginality as a genuine qualification for this position under 50D of the **Equal Opportunity Act 1984**. To apply you must be of Aboriginal or Torres Strait Islander descent, identify as and be recognised as such by the community.

## BENEFITS OF WORKING FOR NYAMBA BURU YAWURU



Contribute to the success of Broome's Traditional Owner Group



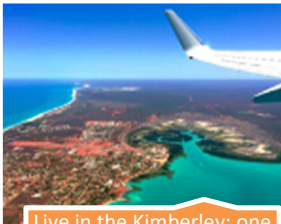
Generous salary packaging



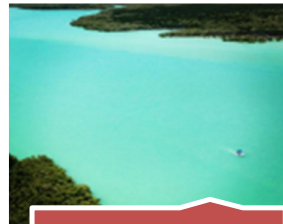
Active Social 'Binda Binda' (Butterfly) Club



Professional and Inspiring Workplace



Live in the Kimberley; one of the last great wildernesses in the world



Work/Life Balance



Work with a fun and committed team



Learn Yawuru Language



Work with Yawuru Traditional Owners



Involvement with Community at Community Events



Diversity of Projects/ Work Opportunities



Unlimited access to Go1 training platform

### Salary Packaging

Salary packaging is a government incentive that allows you to use money that previously would have been paid as tax to pay for the items which you have chosen to salary package. Spending pre-tax dollars from your salary will decrease the stated gross income on your Payment Summary (group certificate) and increase your take home pay. As a registered Charitable Institution, eligible NBY employees can salary package up to \$15,900 per year for everyday expenses. Every day expenses may include your mortgage or rent, bills, shopping and petrol.

As Broome is considered a Remote Area, additional benefits may also apply. For further information refer to the AccessPay websites <https://accesspay.com.au/salary-packaging/>



## LOCATION

Our office is located in Broome in the Kimberley region of Western Australia. Known for its' pearling history and tourism, Broome is a culturally diverse town, with a tropical climate and stunningly beautiful surrounds.

The permanent population is estimated at 15,857, growing to over 45,000 during the tourist season (May – October).

For more information:

<http://www.yawuru.com/>

<http://www.lonelyplanet.com/australia/western-australia/broome>

<http://www.visitbroome.com.au/>

<http://www.australia.com/en/places/broome.html>



## APPLICATION PROCESS

Applications should be sent electronically to [recruitment@yawuru.org.au](mailto:recruitment@yawuru.org.au) including a cover letter addressing the selection criteria and your CV.

Should you require further information relating to this position or process, we welcome your call on (08) 9192 9600 and ask for Bronwyn Clark, Manager Human Resources & Organisational Development.

Applications for this position close **Thursday, 8 August 2024.**



POSITION	LOCATION	REPORTING RELATIONSHIP
Country Manager	Broome, Western Australia	Reports to the IPA Coordinator
<b>ORGANISATIONAL CONTEXT</b>		
<p style="text-align: center;"><i>“Making mabu liyan real for all, always”</i> <i>People, land, culture, prosperity</i></p> <p>Nyamba Buru Yawuru (NBY) means ‘This is the place of Yawuru’. NBY is the operational company of the Yawuru Native Title Holders Aboriginal Corporation. NBY manages the day-to-day business of Yawuru and is engaged in a diverse range of projects which helps to provide social, cultural, environmental and financial sustainability for the future of Yawuru people.</p>		
<b>PRIMARY FUNCTION</b>		
<p>The Country Managers are responsible for delivering the activities within the Yawuru Indigenous Protected Area and Ranger program and other projects across Yawuru Country.</p>		
<b>LINE MANAGEMENT RESPONSIBILITIES</b>		<b>COMMUNICATIONS AND ENGAGEMENT RESPONSIBILITIES</b>
Nil		<ul style="list-style-type: none"> <li>• Manager – Environmental Services Unit (ESU)</li> <li>• IPA Coordinator Assistant Country Manager Co-ordinator</li> <li>• ESU Assistant Manager</li> <li>• Senior Country Manager</li> <li>• ESU Admin Officer</li> <li>• Internal NBY colleagues</li> <li>• Yawuru and non-Yawuru community stakeholders</li> <li>• Consultants and research staff</li> </ul>
<b>KEY RESPONSIBILITIES</b>		
<p><b>LAND AND SEA FIELD WORK</b></p> <ul style="list-style-type: none"> <li>• Participate in conservation and land management activities with the Land and Sea team, Department of Biodiversity, Conservation and Attractions (DBCA) joint management team, and research partners. This may include, but not be limited to weed and feral animal control, flora and fauna surveys, fencing and habitat restoration, fire mitigation and suppression, water monitoring and boat surveys or patrols in the Nagulagun Marine Park.</li> <li>• Participate in all aspects of field work including trip preparation, project activity, safety, pack-up and cleaning.</li> <li>• Adhere to WHS protocols for field activities. Assist in the development of, and adhere to, the Job Safety Analysis for each project and task.</li> <li>• Participate in education and outreach activities within the local indigenous and non-indigenous community to promote the Country Managers work with particular focus on school and community.</li> <li>• Assist with care and maintenance of all ESU equipment including motor vehicles.</li> <li>• Other duties as reasonably requested by IPA Co-ordinator.</li> </ul> <p><b>TRAINING</b></p> <ul style="list-style-type: none"> <li>• Undertake formal training in Ecosystem Management, beginning at Certificate II level with opportunities to extend beyond</li> </ul>		



- Undertake informal training within the ESU including, but not limited to, public speaking, data collection, computer use, numeracy and literacy.

### INDIVIDUAL COMMITMENT

- Show initiative in the workplace, communicate effectively, and maintain a constructive and positive work ethic.
- Participate in the Country Manager team in collaborative and positive way.
- Commitment to continuous improvement in work ability and outputs.
- Be fit and prepared for work.
- Actively embrace and integrate NBY's vision, mission and values into the role, and model appropriate behaviours
- Maintain a professional approach in the workplace.
- Conform to NBY's conditions of employment, code of conduct, and organisational policies and procedures.
- Adhere to relevant legislative requirements including and not limited to the Fair Work Act, Workplace Health and Safety Act and the EEO Act

### KEY OUTCOMES OF THIS POSITION

#### LAND AND SEA FIELD WORK

- Cultural and natural resources covered by Yawuru Native Title are managed sustainably and the objectives within the Yawuru Women's Country Manager Project are met and completed according to established timelines.
- Mutually beneficial partnerships are established and maintained with internal and external stakeholders enabling optimal outcomes for the Yawuru resources and community.

#### TRAINING

- Achieve certification in Ecosystem Management.
- Develop good reporting skills and good communication skills including computer literacy.
- Develop leadership capacity through community engagement and public speaking events

### ESSENTIAL QUALIFICATIONS, KNOWLEDGE, SKILLS, AND ATTRIBUTES

- Of Yawuru descent (NBY is seeking to increase the diversity of our workforce and improve equal opportunity outcomes for our employees as outlined in section 51 of the Equal Opportunity Act 1984).
- Keen willingness to work in the conservation and ecosystem management.

### DESIRABLE QUALIFICATIONS, KNOWLEDGE, SKILLS

- Any formal certification e.g., TAFE certificates, first aid, white card with preference in conservation and ecosystem management.
- Knowledge of Yawuru culture and Country.
- Experience in undertaking land management activities such as weed control, native plant restoration.
- Experience in using tools and equipment relevant to land management activities.
- Experience developing communication materials and in public speaking.
- Strong communication skills.

### PRE-EMPLOYMENT REQUIREMENTS

1. 'C' Class Drivers Licence.
2. National Police Clearance

## CERTIFICATION

Details contained in this document are an accurate statement of duties, responsibilities, and other requirements of the role.

Approved Delegate: \_\_\_\_\_ Signature: \_\_\_\_\_ Date \_\_\_\_\_

Country Manager: \_\_\_\_\_ Signature: \_\_\_\_\_ Date \_\_\_\_\_

