

Board Recruitment 2025

Chair & Director Applicant Information Pack

This Director Applicant Information Pack contains information for people interested in applying for two vacant positions as a Director on the Board of Terrain Natural Resource Management. It contains information relating to the nature of the organisation, attributes and selection criteria for candidates, directions on applying and contact details for further inquiries.

Position	Non-Executive Director
Reports to	Chair - Terrain Board
Location	This role is to be based in the region. Boards meetings are held in Cairns, Atherton, Innisfail and Tully on a rotational basis
Sitting term	3-year tenure (5 board meetings per calendar year plus board planning meetings and subcommittee meetings)
Remuneration	All inclusive annual remuneration for Board Director who may also sit on a Sub-Committee \$20,600
Opening Date	15 September 2025
Closing Date	6 October 2025

About Terrain

Terrain NRM is an independent, not for profit and community-based environmental management organisation. We think innovatively and act collaboratively, combining the latest science with local knowledge to develop sustainable solutions to increase the resilience of the rainforests, reefs, landscapes and local communities of Australia's Wet Tropics region.

The Wet Tropics region covers approximately 2.2 million hectares, incorporating nine diverse catchments namely the Daintree, Mossman, Barron, Mulgrave, Russell, Johnstone, Tully, Murray and Herbert, as well as Trinity Inlet. The area is home to a rich and enduring Aboriginal cultural heritage, with 20 Traditional Owner groups within the Wet Tropics natural resources region made up of more than 20,000 Rainforest and other Aboriginal people.

Terrain's key role is to protect environmental resources, promote sustainable use of land and waterways and support healthy, productive and viable communities and sustainable industries, particularly agriculture. This work is guided by the Wet Tropics Plan for People and Country. Building strong partnership, Terrain works at a whole of landscape scale, from the paddock to the reef. Terrain also plays a leadership role beyond the Wet Tropics creating and leading projects across the Great Barrier Reef, Queensland and Australia.

Terrain has offices in Cairns, Innisfail, Tully and Atherton and employs 50-60 people.

The Opportunity

An exciting opportunity exists for two passionate, dedicated people to apply for a position on the Terrain Board of Directors. The Terrain Board is skills based and Directors must be capable of overseeing the strategic delivery of community based natural resource management across the Wet Tropics Region. The Board of Directors consists of one Chairperson and six Directors. Directors are appointed for a three-year term.

Three positions will be available due to retirement by rotation in accordance with the Constitution.

A Director of Terrain will be passionately committed to sustainable natural resource management or capacity building in communities in the Wet Tropics region and will work collaboratively with board members to ensure that the best strategic NRM interests of the region are delivered.

The development of Terrain policy and its effective implementation is a responsibility of the Board collectively. Board Directors are charged with making decisions in the overall strategic best interest of NRM in the Wet Tropics region.

Terrain NRM is a member of the North Queensland NRM Alliance, and Directors should be interested in collaborative relationships that support and advance this Alliance for its member's benefit.

Eligibility and Selection Criteria

The selection criteria that will be applied to the consideration of candidates can be found in full in the Application Form.

Behavioral attributes

Behavioral attributes enable Directors to use their knowledge and skills to function well as part of a team and to interact effectively with members and stakeholders. These attributes of Directors on the Board will need to include one or more of the following:

- Commitment to understanding and fulfilling the duties of a Director, maintaining knowledge through professional development, working ethically and declaring potential conflicts of interest and maintaining confidentiality.
- Strong interpersonal skills with the ability to listen and participate in discussions
- Commitment to the purpose of the organisation
- Ability to critically analyse complex and detailed information and develop strategic and financially sound solutions.

Governance knowledge and skills

It is expected that all Directors have sound knowledge and understanding of good corporate governance, specifically:

- Demonstrated understanding and knowledge of good governance (ideally within the not-for-profit sector) and/or previous experience as a Board director and/or formal directorship/governance training.
- Knowledge of corporate governance structures, ideally within the not-for-profit context.
- Understanding of Director roles and responsibilities, including fiduciary obligations.
- Understanding of and skills related to strategic thinking, financial performance and business.
- Applicants must have adequate computer equipment to enable access to Board Papers on SharePoint and joining meetings via Teams.

Diversity

Board diversity is essential and will contribute to the ability of the organisation to meet the needs of the diverse community it serves. This commitment will be reflected in an environment that actively demonstrates, promotes and values diversity.

Submitting an Application

Complete the Application Form in full. Please include your current resume and address all the selection criteria. Applications can be submitted by email to people@terrain.org.au.

Constitution

Applicants are encouraged to become acquainted with the Constitution by visiting https://terrain.org.au/wp-content/uploads/2019/10/constitution_fnq-nrm-ltd.pdf

Shortlisting and interview process

Once applications close, candidates are assessed by the Standing Independent Selection Panel (SISP) for shortlisting. The SISP operates as part of the Company but independently of the Board and with the support of the Executive of Terrain. Shortlisted applicants will be contacted for an interview. Interviews will be held the week commencing 6 October 2025 .

General enquiries

For general enquiries please contact: Melanie Sherrin, Company Secretary
melanie.sherrin@terrain.org.au

Terrain 5 year Strategic Plan 2021 – 2026

External Vision

A thriving and sustainable Wet Tropics.

Mission

Empowering communities to solve our region's environmental challenges, together.

Values

Collaboration We achieve long lasting change by partnering with others and building strong relationships.

Integrity We are honest, transparent and fair

Innovation We build upon lessons learnt, embrace diverse thinking and search for new ideas and solutions

Courage We will be bold, transformative and ambitious with a long-term vision.

Respect We treat individuals and communities with respect, value diverse knowledge systems and act in culturally informed ways and respond through the way we work and act.

The Terrain Way – How we Work

We are strategic

We are custodians of the long-term vision for our region. We plan effective solutions to achieve positive outcomes with multiple benefits for our environment, economy and community.

We harness our collective intelligence

We recognise, draw upon and leverage the skills, expertise and diversity of our team and partners. We succeed by combining science, traditional and local knowledge.

We build trust and confidence

From start to finish of a project, we consult, communicate and collaborate with all stakeholders. By being neutral and trusted, we are able to influence others and act as a link between different interest groups.

We empower our communities and partners

We act as a catalyst, facilitating change in the community by building skills and capacity to create long-lasting change.

We actively seek new ideas and innovations

We are always learning, improving and developing new ways of doing things. We create new models, markets and tools that create, incentivize and reward sustainable stewardship of our natural resources and communities.







We establish and develop strategic partnerships

We recognise that through establishing strategic partnerships we can leverage the best available resources to create much greater impact and outcomes.

We amplify our impact

We increase the uptake of sustainable solutions through demonstrations, education and scientific evaluation. We share lessons learnt and promote success stories. We move new innovations into the mainstream by piloting, de-risking and developing blueprints that can be scaled.

Strategic Logic

External Vision: A thriving and sustainable Wet Tropics					Internal Vision: Terrain is a world leader in community based natural resource management in the tropics.
Mission: Empowering communities to solve our region's environmental challenges, together					
Strategic Directions 2021 - 2026					
					
Focus Area 1: Climate	Focus Area 2: Soil Health	Focus Area 3: Waterway Health	Focus Area 4: Biodiversity	Focus Area 5: Regenerative Economy	Focus Area 6 (Internal): Terrain Organisational Excellence
Goal The Wet Tropics community is knowledgeable about the implications and opportunities from climate change and are actively working towards a climate-positive future.	Goal Soil health in agricultural production systems in the Wet Tropics is improved to ensure long term resilience and longevity of agricultural industries, food systems and the communities they support.	Goal The health and resilience of Wet Tropics priority waterways is improved to ensure the critical waterway services and ecosystem functions they provide to our community and industries are enhanced.	Goal The natural and cultural values of the Wet Tropics' ecosystems have improved, are resilient to climate change and are valued for their essential ecosystem services.	Goal Sustainability and regenerative economic development are mainstream concerns of governments and regional development organisations in the Wet Tropics.	Goal Terrain has excellent governance, leadership and business performance, enabling effective delivery of NRM in the Wet Tropics.
Themes <ul style="list-style-type: none"> • Theme 1: Leading on climate action in the NRM sector • Theme 2: Knowledge for planning and action • Theme 3: Climate resilient land and sea management 	Themes <ul style="list-style-type: none"> • Theme 1: Awareness, knowledge and skills • Theme 2: Advocacy, partnerships and collaboration 	Themes <ul style="list-style-type: none"> • Theme 1: Waterway protection and restoration • Theme 2: Water conservation and security • Theme 3: Awareness raising, capacity building and collaboration. 	Themes <ul style="list-style-type: none"> • Theme 1: Ecosystem resilience in a changing climate • Theme 2: Supportive policies, plans and regulations • Theme 3: Engaged communities and strong partnerships 	Themes <ul style="list-style-type: none"> • Theme 1: Influencing and advocating for regenerative economic development 	Themes <ul style="list-style-type: none"> • Theme 1: People and culture • Theme 2: Systems and processes • Theme 3: Strategy and future proofing • Theme 4: Partnerships • Theme 5: Walking the Talk – Greening Terrain
Outcomes	Outcomes	Outcomes	Outcomes	Outcomes	Outcomes
Actions	Actions	Actions	Actions	Actions	Actions
Cross Cutting Themes					
TRADITIONAL OWNERS AND FIRST NATIONS PEOPLE – Traditional Owners collaborate meaningfully in the development and delivery of NRM initiatives, and First Nations people in the Wet Tropics benefit tangibly through employment and procurement.					
VIBRANT ECONOMY – Unlocking opportunities for investment and innovation through enabling the sustainable use of natural resources.					
EMPOWERED COMMUNITIES – Communities make decisions and take actions to ensure the sustainable use of natural resources.					