

WHO	WHERE	WHAT	WHY
Program Leader - Landscape Resilience	Cairns	Full-time: 36.25 hours	Skilled, values-driven people
Biodiversity	Atherton	Permanent	Progressive NRM practices
Climate & Soil Health	Innisfail	5 weeks annual leave	Wholistic community approach
Waterway Health	Tully	\$118,000-\$127,000 pa/pro rata	
Sustainable Agriculture			

## OVERVIEW

We get it, positions descriptions are more than what’s documented on a bit of paper. So below is our best attempt to summarise the general inputs and outputs to ensure team, role and company ‘best fit’ for you and for us.

This position provides operational leadership and management for the efficient, effective and integrated delivery of various programs and projects that will collectively improve the condition of natural resources, increase capacity within the region to undertake natural resource management initiatives; and deliver other co-benefits e.g. waterway and wetland health, biodiversity, soil health, climate resilience and First Nations outcomes.

## CAPABILITIES “YOU DO”

As an Employee, you will lead a team and role model:

- Positive culture and the organisation’s values
- Delivery in line with NRM principles
- Safe work practices
- Healthy professional relationships
- Quality and continuous improvement practices
- Active supervision, and meaningful learning and development
- Maintain effective communication between team, leadership, and stakeholders

As an Operational position with a Role Portfolio, you will:

- Lead planning and coordination of programs within scope, budget, and quality standards, aligning with funders' and stakeholders' expectations.
- Monitor program performance against key objectives and ensure timely and accurate reporting to management, funders and key stakeholders in alignment with approved project budgets, work plans and contractual requirements.
- Identify potential risks and implement mitigation strategies to proactively manage risks that could impact the success of the program.
- Lead and coordinate activities across various projects, managing project managers and teams to ensure effective collaboration and communication including resolving conflicts and ensuring that resources are allocated efficiently.

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- Ensure timely and quality data collection is implemented across the program to track project impact and effectiveness.
- Support, develop, and lead direct reports and a team of project delivery staff.

## SKILLS AND KNOWLEDGE “YOU HAVE”

- Commercially astute, with a clear focus on quality, productivity, financial values and service outcomes
- Ability to lead a multidisciplinary team of project staff
- Provide technical leadership to ensure effective program planning and execution
- We value real-life and academic-led experience. The following are the desirables that we believe would support the role’s success:
  - Tertiary qualifications in resources/environmental science or a related field
  - Experience in natural resources management or not-for-profit sector
  - Technical knowledge of government procurement processes

## VALUES AND ACTIONS “YOU ARE”

We value: **Collaboration, Integrity, Innovation, Courage, Respect**

We believe you’ll thrive in our team if you:

- Behave as a human - everybody is an asset, people really matter to us
- Show up as an adult - trustworthy and with integrity, it’s a two-way thing
- Think like a consumer - bring curiosity, and encourage ‘different’
- Culture Contributor - everyone is responsible, we all shape it, every day
- Respectful, safe choices - safety starts with each of us
- Always endeavour to learn - trust and apply our policies and procedures

## SUPPORTING THIS POSITION “WE WILL”

All our employees are required to meet the following as an employee:

- Hold a full and valid Driver’s Licence
- Demonstrate the ‘Right to Work’ in Australia
- Adhere to all Legislative and Industrial Instruments
- Actively promote and support the reduction of our environmental and carbon footprint
- Develop, maintain and adhere to a Work Plan

So we can also be clear about how this current position is aligned with the internal capabilities, skills and qualifications, and behaviours, here’s our more formalised outline of the foundational structure and setup:

<b>TITLE</b>	Program Leader – Landscape Resilience
<b>LED BY</b>	Executive Leader
<b>LEADS OTHERS</b>	Assigned Department
<b>REFERENCE</b>	008 – Effective 01/05/2026
<b>CLASSIFICATION</b>	Band: 3/Level 3

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