

ROLE PORTFOLIO

The role portfolio provides a general overview of projects, initiatives and delivery functions that an employee may be required to work within their position.

The Position Description outlines broad functions of a role and the expected level of accountability required of the role. The role portfolio provides delivery context and current scope of the work the role will focus on during a particular period of time.

The intent is to create flexibility in roles with a view to maintain and grow talent and reduce the requirement to recruit and make roles redundant in response to funding cycles.

If the portfolio is required to change due to funding changes, the portfolio will be rescoped in consultation with the employee to identify changes to projects, initiatives, and delivery functions, and work with the employee to identify any skills gaps to support any skills training required to deliver against the new portfolio.

POSITION ALIGNMENT:	PROGRAM LEADER		
DEPARTMENT FOCUS:	Landscape Resilience		
DATE FROM:	01/05/2026	REVIEW DATE:	1/05/2028, may review prior as required.
SCOPE OF DELIVERY:	The role leads the delivery of landscape resilience programs that collectively improve the condition of natural resources. It leads through collaboration across the team and business areas, with funders and stakeholders to increase impact, align with strategic intent and meet contractual obligations.		

Functions	Summary/ Context
Program management	Strong project and program management skills, ability to lead and support teams that oversee the delivery of on-ground, impact driven programs of work with a strong focus on agriculture, soil health, landscape remediation, restoration and resilience.
Team leadership	Support, develop, and lead a team of project delivery staff. Strong awareness of program and project delivery challenges, and stakeholder and relationship management to support direct team, and others. Ability to identify, and support bridging of knowledge gaps of the team, within an agricultural, industry, and environmental improvement space. Ability to identify build team cohesiveness, to integrate work across regions, sectors, and project delivery activities. Ability to work with individuals to develop, plan, and achieve professional development and support redirection for improvement as required.
Project proposals and business initiatives	Contribute to funding/ investor proposals with a focus on portfolio related knowledge and experience. Contribute to organisational initiatives and strategy within scope of experience and knowledge, and emerging opportunities in portfolio scope.
Relationship management	Manage relationships with investors/ funders and other key stakeholders. Understanding of agriculture industry, and regional community challenges and cultural nuances to support collaboration with a view to develop opportunities to learn, build knowledge and capacity to transition to community and industry led practices with positive environmental outcomes. Stakeholders include all levels of Government across various Departments, landholders, industry leaders, Traditional Owners and First Nation businesses, community groups, and a range of specialist consultants.

SIGNED BY EMPLOYEE:

FULL NAME			
SIGNATURE		DATE	

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