**Park Manager (Affirmative measure - Indigenous)**

Department of Climate Change, Energy, the Environment and Water

**Affirmative measure - Indigenous employment** – The filling of this vacancy is intended to constitute an affirmative measure under section 8(1) of the 'Racial Discrimination Act 1975'. This vacancy is only available to Aboriginal and/or Torres Strait Islander people.

**Who we are**

Australia’s natural and cultural heritage is unique. Our land and seascapes are distinctive, home to plants and animals found nowhere else in the world, and to some of the oldest living cultures on earth. These environments and cultures are an essential part of our national identity, and visitors travel from across the country and the world to experience them. The Director of National Parks (the Director) is responsible for six national parks, the Australian National Botanic Gardens, 58 Australian Marine Parks and the Heard Island and McDonald Islands Marine Reserve established under the Environment Protection and Biodiversity Conservation Act 1999. Parks Australia is the federal park agency that supports the Director, and they are a division of the Department of Climate Change, Energy, the Environment and Water (the Department). We work to showcase these natural and cultural wonders to the world, demonstrating to all why these places are so special, and inspiring communities to become more invested in their care and future.

Kakadu National Park is a world-heritage listed site for its natural and cultural values, and one of three national parks, leased by their Aboriginal owners to the Director of National Parks, and jointly managed by Traditional Owners and Parks Australia. Parks Australia assists with ongoing management of the park’s natural and cultural heritage. In addition to ongoing management of the park’s natural and cultural heritage, this branch also manages strategic priorities for Parks Australia, managing a range of strategic planning and major capital projects across the three jointly managed parks.

The Kakadu Park Manager position presents a unique opportunity to lead a culturally diverse workforce and to engage with Traditional Owners to work towards their vision for the future of the park. The ideal candidate for this position will have significant experience in conservation and land management practices, capacity building, managing day to day Park operations and the ability to communicate sensitively while operating in a complex environment.

**The Job**

- Mentor and develop Bininj/Mungguy assistant park managers in support of commitments in the Management Plan and Lease Agreements.
- Meet with Traditional Owners on country on a regular basis to champion joint management.
- Establish and maintain effective partnerships with Traditional Owners and external stakeholders including Aboriginal Associations, Ranger groups, the Northern Land Council, the Northern Territory Government, scientific and research communities, the tourism industry, as well as other groups and individuals with interests in the management of the Park.
- Lead and manage a large, operational, cross-cultural workforce with a strong focus on supporting staff to work effectively within the Australian Public Service framework, building capability and role-modelling agreed expectations around conduct and behaviour to maintain a mutually respectful workplace.
• Manage critical incidents on the Park including facilitation and coordination of Search and Rescue’s, road accidents and damage to property or people as a result of natural disasters.
• Provide effective leadership to enable up to 150 staff to deliver $30 million worth of activities per year.
• Implement natural and cultural resource management programs, including fire management, feral animal and invasive weed management, and cultural heritage programs.
• Manage infrastructure and assets, including housing, plant and equipment and visitor facilities, and oversee and support the delivery of routine maintenance as well as major capital works.
• Manage visitor service and experience programs and activities, including management of visitor centres and working to optimise interpretive experiences.
• Undertake licence and permit compliance activities and oversee fee implementation.
• Deliver business management and strengthen internal governance systems to ensure compliance and enhance accountability, including provision of staff training and capability development.
• Seek and facilitate business opportunities that support park operations, increase visitor numbers and generate new business and revenue, with a particular focus on Aboriginal enterprises and initiatives.
• Optimise safety management systems, ensure effective management of critical risks, and role-modelling safe work practices.
• Manage budget and expenditure, including making joint decisions around capital and operational priorities, and ensuring compliance with requirements under the Commonwealth’s Governance and Financial legislation and frameworks.
• Ensure a safe environment for all Park staff and visitors.

What we are looking for

Knowledge and experience

• Knowledge and understanding of cultural and social issues effecting Aboriginal people in remote locations, and the ability to use this knowledge appropriately to develop positive relationships with all Traditional Owners across the Park.
• Demonstrated experience in workforce development and improving employment outcomes for First Nations people.
• Extensive experience the wide-ranging functions of managing a National Park including protected area management; managing annual work programs and budgets; visitor experience and tourism strategies; and regulatory compliance activities.
• Demonstrated experience working within the government landscape, including management of budgets and budget processes and ensuring compliance with relevant procurement and work health and safety legislation and policies.

Skills and capabilities

• Excellent leadership and management skills with demonstrated ability to lead and mentor culturally diverse teams and build a positive, inclusive, and cohesive workplace culture.
• Highly developed planning skills, the ability to implement complex works programs and major projects, and prepare management and performance reports.
• Highly developed communication, negotiation and conflict management skills with demonstrated ability to engage effectively with Traditional Owners, Parks staff, senior managers, and a range of diverse stakeholders, including in a cross-cultural context.
• Strong prioritisation skills and the ability to make decisions in a high-pressured environment with multiple competing priorities.
• An understanding of Bininj / Mungguy culture will be highly regarded.

Please note:

• The successful applicant must have the ability to obtain and maintain a working with children and vulnerable people check.
• You may be required to wear an official uniform supplied by the department, including during field operations (as applicable), in accordance with the department’s uniform policy.
• You may be required to wear appropriate protective personal equipment and clothing to comply with departmental Work Health & Safety policies and procedures.

Eligibility and other requirements

Citizenship - To be eligible for employment with the Department of Climate Change, Energy, the Environment and Water you must be an Australian citizen.

Security Clearance - This position requires a Baseline Vetting security clearance. You will be required to obtain and maintain a clearance at this level.

Pre-employment Check - Your suitability for employment will be assessed through a pre-employment screening process.

This process includes a requirement to undergo and satisfy a National Police Check, referee checks, character clearance and where required a pre-employment medical assessment, specified mandatory qualification(s) validation and a probation period of 6 months.

Motor Vehicle Licenses - You will be required to hold and maintain a current manual driver’s license and the ability to drive a 4WD vehicle.

First Aid Certification - You will be required to hold a current Apply First Aid Certificate or have the ability to obtain this qualification.

Apply via: [https://dcceewjobs.nga.net.au/?jati=B39EC73C-123C-2113-28C8-D2362A716A78](https://dcceewjobs.nga.net.au/?jati=B39EC73C-123C-2113-28C8-D2362A716A78)

Closing date for applications: 31 December 2023