



### Position Profile

<b>Position Title:</b>	Manager - Agribusiness
<b>Classification:</b>	EL2
<b>Division / Section / Unit / Team:</b>	Agribusiness Operations
<b>Location:</b>	Darwin, other locations by negotiation
<b>Position Title of Supervisor:</b>	ILSC Group CEO
<b>Position(s) Supervised:</b>	Project Advisor Property Manager/s

### Organisational Environment

The Indigenous Land and Sea Corporation (ILSC) is a corporate Commonwealth entity established under the ATSI Act and subject to the PGPA Act. The ILSC assists Aboriginal and Torres Strait Islander people to realise economic, social, cultural and environmental benefits that the ownership and management of land, water and water related rights can bring. The ILSC provides this assistance through the acquisition and management of rights and interests in land, salt water and fresh water country.

### Section/Unit Environment

ILSC Agribusiness is a specialised unit of the ILSC that focuses on the management of commercial agribusinesses on Indigenous land in partnership with Indigenous people. ILSC Agribusiness currently operates agricultural businesses, including beef cattle, fine-wool merino sheep, a community-based meatworks and a cattle export depot. Where ILSC Agribusiness is directly responsible for operations, the team aims to ensure the business is resilient, sustainable and high performing with a strong focus on industry-leading practice in work health and safety, as well as animal welfare and biosecurity.

### Purpose of the Position

Under the direction of the ILSC Group CEO manage a range of functions associated with the operation of ILSC/PPPL agribusinesses, including transitioning of the operations from the ILSC/Primary Partners Pty Ltd (PPPL) to the ownership of Traditional Owners. This position plays a key role in building and fostering industry engagement and partnerships to generate outcomes and benefits for Aboriginal and Torres Strait Islander peoples within the agribusiness sector.

### Qualifications

Completion or significant progress towards an appropriate tertiary qualification (such as rangeland management, agriculture, business administration, natural resource management or similar) or relevant demonstrated equivalent experience is preferred.

### Key Responsibilities/ Accountabilities and Outcomes

1. Oversee the management of the ILSC/PPPL's agribusinesses through effective leadership and operational planning in line with organisational goals and objectives.
2. Lead and manage the process of transitioning identified agribusinesses from ILSC/PPPL to ownership by Traditional Owners.
3. Manage staff of the Agribusiness Operations area in a professional and competent manner in accordance with the ILSC/NIPE Enterprise Agreement, all relevant ILSC guidelines, policies, procedures and values.
4. Lead and manage corporate initiatives that support the agribusiness team to deliver on its agribusiness strategy and corporate governance requirements including managing the team's audit, risk and compliance obligations.
5. Proactively identify, research and deliver contemporary innovative projects and approaches within the agribusiness sector to deliver on ILSC's long-term strategic agribusiness goals.
6. Actively seek out learning opportunities to improve existing skills and knowledge and support staff with their learning requirements.
7. Provide leadership in implementing key change and continuous improvement activities for the agribusiness function including improvements to systems and processes.
8. Proactively establish and maintain key strategic industry networks and develop mutually beneficial relationships to deliver on ILSC's strategic agribusiness goals.
9. Personally demonstrate, through consistent behaviour, an understanding and respect for culturally appropriate ways of working with Indigenous peoples and stakeholders.
10. Provide high-level advice and recommendations on agribusiness matters to the ILSC CEO.
11. Prepare high-level briefings and reports to the ILSC CEO and the Primary Partners Board.
12. Establish and foster collaborative and strategic relationships with an extensive and diverse range of stakeholders, including with Indigenous organisations, other non-government and government organisations and agencies.
13. Undertake other duties and responsibilities as directed, that contribute to operational and strategic activities and/or the efficient and effective functioning of the ILSC.

### **Work, Health, Safety and Environmental Matters**

- Demonstrate commitment and active participation in achieving quality management goals in relation to continuous improvement and complying with the ILSC's policies and procedures.
- Demonstrate commitment and active participation in activities that contribute towards a healthy and safe work environment focuses on continuous improvement and building a positive reporting culture.
- In accordance with environmental policies and procedures, participate in sound environmental management practices and demonstrate individual commitment to the ongoing improvement of the organisation's environmental performance.

### **Risk Management**

- Assist in the identification of hazards and the application of suitable risk control measures to minimise arising risks. Actively participate and follow all risk management requirements including those documented in ILSC's procedures and any directions provided by line management to minimise risk to employees, the business or its stakeholders.

## Technology

- Demonstrate competency in contemporary corporate information management, information technologies and systems.

## Selection Criteria

**The occupant of this position will be able to demonstrate the possession of the following criteria.**

1. Demonstrated ability to communicate effectively with Aboriginal and Torres Strait Islanders and a knowledge and understanding of their cultures.
2. Comprehensive skills, knowledge and experience in agriculture including a range of business planning and development skills (including budgeting).
3. Extensive experience, knowledge and understanding land management/resource management/environmental issues particularly as they relate to Indigenous interests.
4. Demonstrated high-level conceptual and analytical skills including the ability to prepare and present high level reports and presentations.
5. Demonstrated high-level oral and written communication skills, including the ability to communicate and negotiate effectively with a wide range of people, internal and external to the ILSC.
6. Ability to effectively represent the Corporation at high level meetings, conferences and seminars; to liaise effectively and to undertake negotiations on its behalf.
7. Demonstrated ability to manage the operations of a small team to develop, monitor and evaluate policy and the delivery of programs on time and within budget.
8. Demonstrated capacity to lead a small team in a diverse work environment, managing risk and effectively managing priorities and tasks to completion.

## Special Conditions

The preferred applicant will be required to undertake a criminal history check and medical assessment.

Appointment to this position of a person not currently an officer of the Indigenous Land and Sea Corporation will be subject to a probationary period of six months.

Possession of a driver's licence is essential. Any disqualification of your driver's license may result in termination of employment.

There is a requirement for intrastate and interstate travel, and to travel and stay for short periods in remote locations, requiring overnight absences.

Officers may be required to undertake extended out of hours of work. Travel to remote locations will require the need to drive 4WD vehicles and/or fly in light planes.

## Expectations and Behaviours

All employees are expected to conduct themselves in a professional manner at all times. Below are some brief guidelines on the values of the ILC. Accepting a position with the ILC indicates that you accept these guidelines and will uphold and promote them.

A full description of the ILC Values and Code of Conduct is available in the current ILC Collective Agreement available on the ILC website at [www.ilc.gov.au](http://www.ilc.gov.au).

**EEO/Diversity** – All ILC employees must recognise and adhere to the principles of Equal Opportunity. This means being non-discriminatory in all they say and do and recognising and accepting the value of diversity within the ILC and broader community.

**Probity** – All ILC employees must undertake all their duties in an open and honest manner. Employees must never use their position for personal gain either directly or indirectly. ILC employees are obligated to recognise and report any instances where a conflict of interest may arise either for themselves or other ILC employees.

**OH&S** – All ILC employees have an obligation to work safely at all times and not endanger their own well-being or the well-being of others. This includes employees at ILC as well as members of the public. Furthermore all employees are obligated to report any hazardous circumstances or potentially hazardous circumstances as soon as they become aware of them.

**Customer Service** – All ILC employees are required to make a commitment to providing the highest level of Customer Service to all those people and organisations that they deal with while undertaking their duties.

**Continuous Improvement** – All employees at ILC are required to undertake their duties in an environment whereby the commitment to continuous improvement is a core value and accompanies all activities.