

Regional Aboriginal Landcare Coordinator – Identified Position

Employer	Holbrook Landcare Network on behalf of the hosts of Murray Landcare
Location	Location negotiable within the Murray NSW region (click for map)
Classification/Tenure	2 X 0.5 FTE positions working a minimum of 37.5 hours per week pro rata (therefore 18.75 hrs for 0.5 FTE) until 30 June 2027, contracted and /or via secondment from your organisation.
Remuneration/Wage	\$82,000 - \$101,471 (pro rata)
Organisation Profile	<p><u>Holbrook Landcare Network</u> (HLN) is a Not-for-Profit community network based in southern NSW, established in 1989. HLN is a vibrant rural organisation managing a range of agricultural and Natural Resource Management (NRM) projects to deliver information and support to our community. HLN works collaboratively with co-host Murray Landcare organisations across the Murray region - West Hume Landcare, Corowa District Landcare, RGA Landcare and Western Murray Land Improvement Group.</p> <p><u>Murray Landcare</u> represents a unique and collaborative approach to regional Landcare, built on independent community groups working together collectively across the Murray region to strengthen partnerships, share knowledge, reduce competition, and deliver better environmental, agricultural and community outcomes. This cooperative model supports collective learning, trust, and efficient regional service delivery. Murray Landcare is actively working to increase Landcare awareness and understanding of living and working in a cultural landscape and to better incorporate First Nation's Peoples engagement into Landcare projects and activities across the Murray region.</p>
Reason for role	<p>These two 0.5FTE Regional Aboriginal Landcare Coordinator (RALC) positions are part of the <u>Landcare Enabling Program – Phase 3 Aboriginal Partnerships Program</u> which aims to improve Aboriginal cultural knowledge and understanding of Landcare groups, foster sustainable partnerships with Aboriginal groups and facilitate employment of local Aboriginal Landcare Coordinators.</p> <p>The Regional Aboriginal Landcare Coordinators are an important new role for Landcare in the Murray region to strengthen Landcare's capacity to engage respectfully and meaningfully with Aboriginal communities to provide a dedicated and culturally informed connection between the region's Landcare groups and local Aboriginal communities, ensuring engagement is consistent, relationship-based and guided by community priorities.</p>
Position/Role Objectives	Regional Aboriginal Landcare Coordinators (RALCs) will work across the Murray region to build relationships and strengthen connections between Landcare and Aboriginal communities; collaborate with Regional and Local Landcare Coordinators and Landcare Groups to build cultural awareness



and understanding; embed Aboriginal perspectives and foster inclusive partnerships across Murray Landcare.

Key Deliverables of a Regional Aboriginal Landcare Coordinator:

- Strengthen connections between Landcare and Aboriginal communities across the Murray region.
- Collaborate with Regional and Local Landcare Coordinators to engage groups, facilitate yarning circles, co-design projects, and mentor emerging Aboriginal Landcare leaders.
- Support Landcare staff to build cultural competence, foster inclusive partnerships, and embed Aboriginal perspectives in planning and delivery.
- Provide a culturally informed presence to build lasting relationships, support community-led initiatives, and enhance regional Aboriginal engagement.
- Monitor, evaluate, and report on activities and outcomes.
- Deliver cultural knowledge sharing and maintain regular communication with Landcare groups, Aboriginal communities, volunteers, and regional networks across the Murray region.
- Participate in Communities of Practice activities to grow cultural and professional knowledge and share best practice ideas across the Aboriginal Landcare Coordinator network.

Reporting/Supervision arrangements

Regional Aboriginal Landcare Coordinators will report to the Chief Executive Officer of Holbrook Landcare Network and is supported by Regional Landcare Coordinators and co-host Murray Landcare organisations (West Hume Landcare, Corowa District Landcare, RGA Landcare and Western Murray Land Improvement Group).

Links to existing programs

The Regional Aboriginal Landcare Coordinators will work closely with Holbrook Landcare Network, along with a broader network of Regional and Local Landcare Coordinators and industry partners across the Murray region.

RALCs will be welcomed by Murray Landcare, building on previous work to strengthen cultural competence and safety and aligning with the Murray Regional Landcare Plan’s commitment to inclusive, community-led approaches by strengthening partnerships with Aboriginal communities and embedding cultural knowledge into land management practices.

The RALCs will form an important part of an existing team of Landcare Coordinators (Regional and Local) and host organisation representatives currently delivering on the Landcare Enabling Program across the Murray region.

They will also be part of a broader network of Aboriginal Landcare Coordinators across the state as part of the Landcare Enabling Program – Aboriginal Partnerships Program and have access to an Aboriginal Landcare Community of Practice and support from Landcare NSW’s Aboriginal Partnerships Managers.

RALCs will also engage with existing relevant programs across the Murray region including Indigenous Ranger teams.



Competencies

Essential skills

- Identify as Aboriginal and meet the requirements of identifying as Aboriginal:
 - 1. Be Aboriginal
 - 2. Identify as Aboriginal and
 - 3. Be accepted in the community as Aboriginal.
- Hold cultural knowledge and understanding of Aboriginal practices.
- Demonstrate strong interpersonal skills with the ability to liaise and engage with a broad range of people effectively and to successfully build and maintain relationships.
- Have strong oral and written communication skills.
- Demonstrate strong time management and work efficiency skills with the ability to prioritise.
- Have a strong interest in, and commitment to, local environmental and agricultural land management issues.
- Have a proactive and community minded attitude.

Highly desirable skills and experience

- Have strong networking and stakeholder engagement skills.
- Have good organisational, administration, and computer skills.
- Is flexible about their working hours over the period of employment.
- Have a current NSW driver's licence

Selection Criterion

Please address each of the following criteria:

1. Aboriginal Identity and Cultural Knowledge

Identify as Aboriginal and meet the accepted requirements of Aboriginal identification (being of Aboriginal descent, identifying as Aboriginal, and being accepted by the Aboriginal community). Demonstrate strong Aboriginal cultural knowledge and practices, an understanding of local Aboriginal communities and networks, and a commitment to collaborative engagement.

2. Relationship Building and Community Engagement

Demonstrated ability to build, maintain and strengthen positive relationships with Aboriginal communities, government agencies, community groups, volunteers and other stakeholders, with experience in facilitating inclusive engagement and collaboration.

3. Planning and Organisational Skills

Demonstrated planning and organisational skills, supported by effective computer skills, with the ability to manage competing priorities, meet deadlines, and work efficiently.

4. Knowledge of Caring for Country, Environment and Agriculture

Knowledge of the environment and agriculture and Landcare's role in caring for Country.

5. Initiative, Teamwork and Work Ethic

Demonstrated ability to work independently with minimal supervision, exercise initiative and sound judgement, and contribute effectively as part of a team, network or collaborative partnership.

	<p>6. Flexibility and Operational Requirements Willingness and ability to work outside standard office hours when required, travel throughout the Murray region and work away from home. Must hold a current NSW Driver Licence.</p>
<p>Additional Information</p>	<p>This is an identified Aboriginal Position where evidence of Aboriginality is required. Applicants must be of Aboriginal descent. Exemption is claimed under Section 14d of the Anti-Discrimination Act 1977.</p> <p>Holbrook Landcare Network is an equal opportunity employer, with employment under the organisation’s standard employment agreement or as negotiated.</p> <p>Attendance at meetings outside of normal work hours may be required.</p> <p>Travel around the Murray region and infrequent travel and overnight stays may be required.</p> <p>You may be required to use your own vehicle for work purposes and provide us with copies of current Comprehensive or at least Third-Party Property Insurance policies for your vehicle. Vehicle use will be reimbursed on a per kilometre basis with the shortest distance between destinations used to calculate reimbursement.</p> <p>For further information about these positions please contact – Sandy Dellwo, Murray Regional Landcare Coordinator – West on 0429 120 679 or sandydellwo@holbrooklandcare.org.au.</p>
<p>To apply for the position</p>	<p>To apply, please provide the following:</p> <ol style="list-style-type: none"> 1. A brief covering letter, outlining why you want this role. (1 page). 2. Your current CV/resume (4 pages maximum). 3. A selection criteria response identifying how you meet these (4 pages maximum). 4. Contact details for 2 referees, which should, where possible, include a current or recent employer or supervisor. 5. Applications should be emailed to office@holbrooklandcare.org.au <p>If offered an interview, applicants may be required to provide confirmation of aboriginality in line with organisational policy.</p>
<p>Closing Date</p>	<p>Applications must be received by Wednesday 1st July 2026.</p>