



Application Form

Northern Gulf NRM Directors

2021

Your application must be received by
4.30 pm Monday 13 September 2021

LATE APPLICATIONS WILL NOT BE ACCEPTED

For general enquiries related to the advertised Director positions, please contact:

Ellen Weber
Chair of NGRMG Board
Ph 0439 778 051
chair@northerngulf.com.au

Northern Gulf Resource Management Group

NGRMG's key role is to protect environmental resources, promote sustainable use of land and waterways and support healthy, productive and viable communities and sustainable industries, particularly agriculture. This work is guided by the Northern Gulf Region Natural Resource Management Plan.

NGRMG is an independent community based organisation with a not-for-profit, company structure. Its membership base of NRM groups and organisations forms a critical part of the governance structure to uphold the objectives of the organisation's Constitution.

Northern Gulf Resource Management Group is a proud member of the North Queensland NRM Alliance. Directors will be expected to support and advance the Alliance to obtain common benefit for all Alliance member organisations.

Further information on the company is presented in the Overview of the Northern Gulf Natural Resource Management Plan 2017-2022 and the 2020 Annual Report these can be found on our website www.mynortherngulf.org/annual-report/

The Northern Gulf Resource Management Group Board

The NGRMG Board is appointed to:

- Provide purpose, leadership, direction and a strategic vision.
- Ensure all legal and financial responsibilities are met and that finances are sound and operations are legal.
- Carry out risk management.
- Select and oversee the CEO.
- Evaluate and improve its own effectiveness.

Directors

A Director of Northern Gulf will be passionately committed to sustainable natural resource management and capacity building in the region and will work collaboratively with other Board members to ensure that the best strategic natural resource management interests of the region are delivered upon.

The development of policy and its effective implementation is a responsibility of each director and of the Board collectively. Directors are charged with making decisions in the overall strategic best interest of natural resource management in the region. Directors should not, therefore, represent the interest of any group they are associated with (in the context of pursuing greatest advantage for that interest group) but rather contribute the views of the broader community.

Director Remuneration

Directors receive a stipend and sitting fees.

- **Stipend** - Total Annual stipend of \$4200 paid in fortnightly instalments.
- **Sitting Fees** - entitled to a sitting fee of \$400 per face-to-face meeting and \$250 per teleconference
- **Travel** - Travelling time is to be considered when determining whether a full day (more than four hours) or half day (four hours or less) is applicable. Directors' will receive an allowance for using a private vehicle to attend board related commitments as per the ATO mileage rates and Directors are encouraged wherever possible to pool car. Accommodation and meals are provided in association with overnight travel.
- **Superannuation** - Superannuation is applicable to all Directors' remuneration based on the applicable superannuation guarantee rates.

Application Process

Selection criteria for Directors are listed in three areas: General Skills, NRM skills and Governance Skills. An independent committee (the Northern Gulf Independent Selection Committee (ISC)) will use the information provided to recommend directors to ensure that maximum range of skills across all three areas has been met.

The application process has two stages:

Stage One

Lodge the following via the website mynortherngulf.org/employment/

- Your current resume
- A cover letter communicating your interest in the position (maximum 300 words)
- A response to Selection Criteria 1 (General Skills)

To be accepted your application must be received by 4:30pm on Monday 13 September 2021. Upon receipt of your online application, you will be sent a confirmation email. If you do not receive an email within 24 hours, please contact the Executive Support Officer on (07) 4092 1088.

Stage Two

Your stage one application will be assessed according to legal eligibility and skills gaps in the current Board, and you will be advised of the result. If you are shortlisted you will be required to provide a response to Selection Criteria 2 and 3, and evidence of support by 11 October 2021.

A final shortlist of applicants will be interviewed towards the end of October 2021. The interview will take approximately 1 (one) hour. Questions will NOT be provided prior to the interview. Responses will be scored by the Independent Selection Committee. Applicants will have an opportunity to ask the Independent Selection Committee questions at the conclusion of the interview.

Selection Criteria 1 – General Skills

Please describe skills, experience and ability against **all** five general skills:

<i>General Skills</i>		<i>Evidence of skill base, experience and ability against ALL general skills</i>
GS 1	A person who is a resident of the Northern Gulf Region and if not a resident, has demonstrated connection with and sound knowledge and understanding of natural resource management in the region	
GS 2	Demonstrated performance and knowledge in the delivery of improved natural resource management outcomes	
GS 3	Well regarded within Aboriginal Traditional Owner, wider community, business, government and/or industry networks	
GS 4	Demonstrated ability to communicate effectively and sensitively with diverse peoples/population and rural and urban communities	
GS 5	Demonstrated experience in Corporate Governance, preferably in a not-for-profit environment	
	Please include in your cover letter a declaration that you are eligible under the Corporations Act to be appointed as a Director of a Company.	
	To help us refine our processes, how did you hear about the position?	<input type="checkbox"/> Traditional Owner organisation <input type="checkbox"/> Newspaper – if so which <input type="checkbox"/> Northern Gulf Website <input type="checkbox"/> NRM Jobs <input type="checkbox"/> Friend/Family/Colleague <input type="checkbox"/> Northern Gulf membership update <input type="checkbox"/> Other – please name

Selection Criteria 2 – NRM Skills

- Please rank your skills in order, one being the most highly skilled area.
- Please provide evidence of your skills base and experience against your **top three ranked skills**
- If your application is shortlisted you will be asked to provide evidence of support from the groups/organizations you have nominated against the skills you have ranked as your top three

<i>NRM Skills</i>		<i>Rank in order</i>	<i>Evidence of skill base and experience against top three ranked skills (suggested maximum 200 words)</i>	<i>Name of groups/organisations within the region from which you will provide letters or other evidence of support (against your top three ranked skills only)</i>
NRM 1	Grazing in Northern Australia – demonstrated ability to identify and build on synergies between NRM outcomes and industry			
NRM 2	Aboriginal Traditional Owner related cultural heritage natural resource management – demonstrated ability to communicate effectively and sensitively with Aboriginal Traditional Owners as well as rural and urban communities			
NRM 3	Conservation – demonstrated experience in conservation management and a broad knowledge of the wider conservation issues across the Northern Gulf bioregion.			
NRM 4	Fishing in the Gulf of Carpentaria – demonstrated sound knowledge and understanding of the requirements for sustainable management of marine resources.			
NRM 5	Mining in the region - demonstrated understanding of mining processes and the interaction between land, water and mining issues			

NRM 6	Small Farming and Intensive Agriculture in the MDIA – demonstrated ability to understand and adapt to the impacts of intensive agriculture on natural resources			
NRM 7	Community engagement and capacity building – demonstrated understanding of the diverse range of perspectives and influences of sectors of the community on regional NRM issues and outcomes			
NRM 8	Local government knowledge and networks and an understanding of the role and contribution of Local Government Authorities on positive NRM outcomes			
NRM 9	Tourism – demonstrated experience in an area such as environmental, agricultural, cultural or recreational tourism and an understanding of the contribution of tourism to the region’s economy, and NRM issues and outcomes generally			

Selection Criteria 3 – Corporate Governance Skills

- Please rank your corporate governance skills in order, one being the most highly skilled area.
- Please provide evidence of your skills base and experience against your **top three ranked skills**

<i>Corporate Governance</i>		<i>Rank in order</i>	<i>Evidence of skill base and experience against top three ranked skills</i>
CG 1	Executive management Ability to appoint and build a constructive relationship with the CEO, oversee strategic human resource management, oversee organisational strategic planning and implementation		
CG 2	Governance policy, practices and processes Knowledge and experience in best practice corporate governance structures, policies and processes (particularly in the not for profit context), and an ability to apply that in a Natural Resource Management context..		
CG 3	Risk and compliance Ability to identify key risks to Northern Gulf Resource Management Group in a wide range of areas including legal and regulatory compliance, and to monitor risk and compliance management frameworks and systems.		
CG 4	Strategic and corporate planning Ability to think strategically and identify and critically assess strategic opportunities and threats and contribute to the development of effective strategies.		
CG 5	Advocacy and influence Knowledge, experience and high level networks in NRM able to influence government policy and direction and advocate for NRM and the Northern Gulf region.		
CG 6	Financial literacy and business management Ability to analyse key financial statements, critically assess financial viability and performance, oversee budgets and efficient use of resources, oversee funding arrangements and accountability.		
CG 7	Fundraising and marketing A broad range of business experience, preferably in the not for profit sector linking into funding and income opportunities to enable maximum NRM investment into the region.		