



Board Recruitment 2025

Northern Gulf Resource Management Group
t/a Gulf Savannah NRM

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

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Gulf Savannah NRM

Northern Gulf Resource Management Group, trading as Gulf Savannah NRM, has a key role in protecting environmental resources, promoting sustainable use of land and waterways, supporting healthy, productive, and viable communities and sustainable industries in the northern gulf region. This work is guided by the recently refreshed and adopted [Northern Gulf Region Natural Resource Management Plan 2023-2033](#).

Gulf Savannah NRM is a company limited by Guarantee of its members.

Our Vision is:

Vital landscapes.
Vibrant communities.
Thriving futures.

At Gulf Savannah NRM, we value:

- Trust from the ground up
- Community and environmental resilience and capacity
- Individual and organisational diversity and competence
- Our team as high performing, engaging and adaptable

Gulf Savannah NRM has been established to protect and enhance the natural environment by providing services to effectively manage the land, water and biodiversity assets. It is an independent community-based organisation with a not-for-profit, company structure. It's membership base of community groups and organisations forms a critical part of the governance structure to uphold the objectives of the organisation's Constitution. Further information on the company is presented the Annual Reports, which can be found on our website [News & Publications - Gulf Savannah NRM](#).

Gulf Savannah NRM proudly works in collaboration with neighbouring and statewide NRM groups (through NRM Regions Qld) to address common issues and share information and resources and also engages with NRM Regions Australia on a national level.

The Board

The Gulf Savannah NRM Board is appointed to:

- Provide purpose, leadership, direction, and a strategic vision,
- Ensure all legal and financial responsibilities are met,
- Ensure 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 Gulf Savannah NRM 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 meeting sitting fee of \$400 per full day, and \$250 per teleconference/half day.
- **Travel** - Directors' will receive a private vehicle allowance to attend board related commitments as per the ATO mileage rates and are encouraged to carpool wherever possible. 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.

Selection Process

The board recruitment process is run by an Independent Selection Committee (ISC), made up of a panel of three members and a Chair. The ISC will use information provided against three selection criteria (provided below), to recommend directors that maximise the range of skills on the board.

- 1) **Expressions of Interest** address Criteria 1: Essential Skills, which the ISC use to determine legal eligibility and suitability. Those eligible will be invited to submit an:
- 2) **Application** addressing Criterion 2 and 3: Community and governance skills, used to assess suitability against any identified skills gaps on the Board. Shortlisted candidates will be invited to
- 3) **Interviews** may be conducted with the ISC panel taking approximately 1 (one) hour. Questions will NOT be provided prior to the interview and responses will be scored by the ISC. At their discretion, the Chair of the ISC may request additional referees or make reasonable enquiries as to the suitability of candidates before any candidate is put forward to the membership for endorsement.

The ISC will recommend suitably qualified applicants to our members. The appointment is not confirmed until the members endorse the Director at the Annual General Meeting (AGM) in November 2025. In the event that insufficient suitable candidates are identified to fill vacancies the role may be readvertised.

Enquiries

There will be an opportunity to attend (either online or face to face) a Q&A session with the current Board of Directors. Attendance is not a compulsory and is for the benefit of candidates. Any general enquiries regarding the company and role of directors can be directed to the nominated person listed on the front page.

Recruitment Timeline

- Expressions of Interest (EOI) open 20th June and close Monday 21st July 2025
- EOI's are reviewed by the ISC
- Optional Q&A session with the Board (date to be confirmed)
- Applications for stage 2 open 4th August and close 18th August 2025
- Stage 2 applications are reviewed by the ISC
- Interviews with the ISC
- The ISC provides a recommendation to members, circulated with the AGM papers
- Recommended Directors are put forward for endorsement by members – at AGM 27 November
- An induction process for endorsed Directors follows the AGM

Application Process

- 1) Lodge your Expression of Interest, including the following, through the Gulf Savannah website by **4.00pm on Monday 21st July 2025**:
 - Your current resume
 - A cover letter communicating your interest in the position, and eligibility for appointment as a director (maximum 300 words), and
 - A response to Selection Criteria 1 (Essential Skills) – no more than 2 pages.
- 2) If invited, lodge your application including the following through the Gulf Savannah website by **4.00pm on Monday 18th August 2025**:
 - A response to Selection Criteria 2 and 3 (Community and Governance Skills) – no more than 4 pages
 - The names and contact details of three referees

All lodgements must be made through www.gulfsavannahnrm.org/employment, and received by 4.00pm on the closing date to be accepted. You will be sent a confirmation email to acknowledge receipt of your application. If you do not receive an email within 24 hours, please contact the Executive Support Officer on (07) 4092 1088.

Selection Criteria 1 – Essential Skills (complete for Expression of Interest)

1.1	A person who is a resident of the Northern Gulf Region, and if not a resident, has demonstrated connection with the region and sound knowledge and understanding of natural resource management issues in the region
1.2	Strategic expertise – the ability to set and review strategy through constructive planning and inquiry
1.3	Demonstrated ability to communicate effectively and sensitively with diverse peoples/population and rural and urban communities
1.4	Demonstrated experience in corporate governance (finance, managing risk or legal skills), 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. For more information on Director eligibility please refer to the ASIC website: How to become a company director ASIC

Selection Criteria 2 – Community (complete for invited Applicants only)

2.1	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
2.2	Industry Engagement – demonstrated knowledge of one or more of the industries of significance to the Northern Gulf region, and an understanding of NRM impacts on that industry/industries

Selection Criteria 3 – Corporate Governance (complete for invited Applicants only)

3.1	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.
3.2	Risk and compliance Ability to identify key risks to Gulf Savannah NRM in a wide range of areas including legal and regulatory compliance, and to monitor risk and compliance management frameworks and systems.
3.3	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.
3.4	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.
3.5	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.
3.6	Fundraising, marketing, or natural capital market experience 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.