



Position description

Position:	Regional Drought and Climate Change Resilience Facilitator
Reports to:	CEO
Supervises:	May supervise support staff and contractors for project delivery
Location:	Georgetown or Croydon, Qld (Preferred), Mareeba Qld or other location by negotiation
Classification:	Level 3.2
Employment terms:	Part time (60 - 75 hours per fortnight), fixed term to 30 November 2026
Salary Range:	Commencing salary \$97,560 per annum (plus super) full time equivalent, or \$50.03 per hour

About Gulf Savannah NRM

Gulf Savannah NRM is a not-for-profit natural resource management company and a registered charity, working with the people and communities of the Northern Gulf to create opportunities for current and future generations. We balance social, economic and cultural interests to maintain environmental values and healthy ecosystems. The Gulf Savannah NRM team works from offices in Georgetown, Croydon and Mareeba, delivering services that support vital landscapes, vibrant communities and thriving futures.

Our VISION

Vital landscapes. Vibrant communities. Thriving futures.

Our PURPOSE

Integrated delivery that lands

Our VALUES

Trust from the ground up

Community and environmental resilience and capacity

Individual & organisational diversity and competence

Our team as high performing, engaging, and adaptable

About this role

Gulf Savannah NRM has been subcontracted by FNQROC to support the implementation of the Gulf Hinterland Regional Drought Resilience Plan. The role of Regional Drought and Climate Change Resilience Facilitator has been created to support the implementation of the Gulf Hinterland Regional Drought Resilience Plan in the Mareeba, Etheridge and Croydon Shires. The Gulf Hinterland Regional Drought Resilience Plan was developed through a collaborative process with Local Governments, community and industry stakeholders, regional NRM groups and the Rural Economies Centre of Excellence to drive decisions, actions and investments to proactively manage drought. The Regional Drought and Climate Change Resilience Facilitator is hosted by Gulf Savannah NRM, and will work in collaboration with Far North Queensland Regional Organisation of Councils (FNQROC) for the implementation, monitoring, evaluation and review of the Gulf Hinterland Regional Drought Resilience Plan.

Duties of role

- Model Gulf Savannah NRM's corporate values through values-based behaviors – being trustworthy, striving to build capacity and resilience of communities and the environment, valuing diversity and competence, and contributing to our high performing, engaging and adaptable team.

- In conjunction with FNQROC, Local Governments and industry and community stakeholder representatives develop an implementation plan and prioritise actions to deliver on the Gulf Hinterland Regional Drought Resilience Plan.
- Effectively plan and manage the delivery of priority projects aligned with the RDRP Implementation Plan. Ensure projects are delivered within agreed timeframes and allocated budgets.
- Proactively seek opportunities to deliver projects which strengthen regional drought and climate change resilience, including developing competitive grant applications in accordance with organisational policies and procedures.
- Monitor and evaluate program delivery and impact, and devise strategies for continuing drought and climate change adaptation.
- Work with staff of partner organisations to provide a collaborative approach to project delivery. Actively participate in the RDRP Communities of Practice to share cross-regional learnings.
- Complete required reporting to funders, delivered on time and to a satisfactory standard.
- Provide reports to the FNQROC Climate Resilience Technical Committee, Chief Executive Officers and Boards of Gulf Savannah NRM and FNQROC on request.
- Assist with the preparation of articles, Facebook posts and photos for Gulf Savannah NRM and FNQROC communications products to update the community about your work program and educate the community about climate change and drought resilience.
- Represent Gulf Savannah NRM at meetings, as requested and acting within delegated authority.
- Comply with all Gulf Savannah NRM policies and procedures.

Desirable attributes

- Excellent facilitation, engagement and extension skills. Experience in the application of sound engagement principles working with a diversity of stakeholders, including farmers, graziers, Traditional Custodians, Local Government stakeholders and the community. The ability to foster a positive team environment that builds trust and recognizes everyone's contributions.
- An understanding of drought and climate resilience in an agricultural and/or community context.
- Experience in project management, including monitoring milestones and budgets and completing reporting.
- Excellent time management and organizational skills with the ability to set and meet deadlines and work across multiple projects simultaneously.
- Excellent written and verbal communication skills. The ability to tailor a message to an audience and translate complex research into relatable content that can be applied by industry and community.
- High level of computer skills and experience using Microsoft office software
- Personal integrity and accountability for project and program objectives. The ability to show initiative and take on challenges.
- Strategic thinker with the ability to consider the big picture and identify opportunities to achieve multiple benefits from work activities.
- Pursues continuous growth and embraces opportunities to expand knowledge and experience.

Mandatory Requirements

Qualifications & Experience

- Tertiary qualifications in a relevant field, e.g. Social Science, Community Development, Agricultural Science, Environmental Science, or Natural Resource Management.
- Experience managing projects with multiple stakeholders.
- Previous experience working with local government or not-for-profit community groups, NRM groups, or similar would be advantageous.

Licences

- You must hold a manual C Class Driver's License.
- You must hold a current Blue Card (Working with Children Card) or be able to obtain one on commencement of employment. It is a requirement of the position to maintain a Blue Card for the duration of employment.
- Successful candidates will be required to undertake first aid and cultural awareness training.

Other Requirements

- On occasion, GSNRM staff may be required to travel and undertake tasks outside normal work hours. Gulf Savannah NRM does not offer paid overtime however a Time Off in Lieu Agreement (TOIL) can be entered with the approval of the Chief Executive Officer prior to being accrued.
- It is a standard requirement that successful applicants agree to undertake a pre-employment medical and random drug and alcohol testing when required by Gulf Savannah NRM.
- This role will require regular travel throughout the region, as well as occasional travel throughout Queensland and interstate. The ability to spend several nights each month away from home is a requirement of the role. Gulf Savannah NRM supplies a vehicle for work related travel.
- To be appointed you must be an Australian citizen, have permanent residency status or a visa permitting you to work in Australia permanently.

Selection Criteria

1 Management Accountability
<ul style="list-style-type: none">• High level project management experience, preferably in local government or a not-for-profit, grants-based organization.• Demonstrated time management skills with an ability to manage multiple projects and meet deadlines.• Demonstrated strategic thinking and the ability to deliver on organizational goals by setting direction that considers the big picture.
2 Technical Responsibilities
<ul style="list-style-type: none">• An understanding of drought and climate change resilience in an agricultural and/or community context, and experience applying this knowledge in an extension/facilitation role.• Strong facilitation skills and experience in the development of networks as extension tools.• High degree of computer literacy including proficiency with Microsoft Office suite.
3 Partnerships and Communication
<ul style="list-style-type: none">• Demonstrated ability to facilitate effective networks and partnerships, bringing diverse stakeholders together at all levels to achieve organizational goals.• Demonstrated ability to tailor communication style to diverse audiences, and deliver clear and consistent messages in both written and verbal communications.• Demonstrated high level negotiation skills, including establishing a clear understanding of key issues and a willingness to listen to a range of perspectives and explore solutions.
4 Problem Solving
<ul style="list-style-type: none">• Demonstrated ability to identify and analyze problems, and develop practical and innovative solutions.• Experience in evaluating and reviewing systems and processes to support continuous improvement.• Demonstrated ability to identify and capitalize on opportunities to achieve multiple benefits from work activities.• Demonstrated ability to use data and information to support decision making
5 Workplace Health and Safety and Personal Conduct
<ul style="list-style-type: none">• Knowledge of relevant Workplace Health and Safety considerations, in particular in relation to travelling and working in regional and remote locations.• Demonstrated awareness of ethical conduct and a willingness to reflect Gulf Savannah NRM's corporate values in all aspects of work• Demonstrated awareness of real and perceived conflicts-of-interest, and experience in effectively managing conflict-of-interest.
6 Qualifications and Experience
<ul style="list-style-type: none">• Tertiary qualifications in a relevant field, plus relevant work experience• Current manual 'C' class driver's license is essential• Four-wheel drive vehicle experience is desirable• Working with Children Blue Card, or ability to obtain.