



Associate Director Recruitment 2026

Emerging Leaders Program

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.

About the Emerging Leaders Program

The Emerging Leaders Program participants are known as "Associate Directors" and form an advisory panel to the Board.

Associate Directors are not constitutionally recognized as directors with legal responsibilities and cannot vote at Board meetings. As advisors, Associate Directors may make recommendations to the Board, but no recommendation is binding.

The Emerging Leaders Program will support Associate Directors through a year-long knowledge exchange and mentoring program, which will include direct participation in Gulf Savannah NRM Board meetings and mentoring by Gulf Savannah NRM Directors.

This is an opportunity to be exposed to board process, extend knowledge and skills, establish networks and be involved in a high performing not for profit organisation. For Gulf Savannah NRM's Board, this is

an opportunity to diversify perspectives and skills and build stronger links with aspiring leaders in the community, as well as encourage application of strong candidates for future Director positions.

Associate Directors are provided with access to internal and external resources and training as reasonably required to meet the needs of the role.

The emerging leaders program aims to enhance and/or interact with existing leadership development opportunities, by providing real-world governance experience as a participant in board business over the course of 12 months.

Training programs may be modified each year and may consist of any or all of the following:

- Organisational and Board inductions
- Attendance at Gulf Savannah NRM Board Meetings
- Attendance at Sub-Committee meetings
- Attendance at General and Annual General Meetings
- Attendance at social/media events
- Mentorship sessions with Directors
- Specific organisational awareness sessions e.g. NRM plan, Community Partnerships, Indigenous Engagement and acknowledgement
- Developing a board paper for presentation at Board meeting on topic of relevance or interest

Functions and Responsibilities

Associate Directors responsibilities include:

- Contributing to board discussion on matters of policy and strategy
- Supporting stakeholder consultation and community engagement
- Presenting the views of local community and industry sectors as required
- Adhering to organisational and board codes of conduct
- Engaging in the training plan developed

All associate directors are expected to maintain effective communications and act in a professional manner.

Remuneration

An advisor is a non-salaried position. Advisors are eligible to same compensation as Directors.

- **Sitting Fees** - entitled to a meeting sitting fee of \$400 per full day, and \$250 per teleconference/half day
- **Travel** – Associate 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 Associate Directors' remuneration based on the applicable superannuation guarantee rates.

Eligibility for role

- Resident of the Northern Gulf NRM region or has demonstrated connection with, and sound knowledge and understanding of NRM in the Northern Gulf
- Not currently or previously disqualified as a company director
- Able to accept the time commitments
- Able to travel within the Northern Gulf region to attend various meetings
- At least 16 years of age – minors must have written consent from a responsible adult
- Not an existing staff member of Gulf Savannah NRM. Former staff members may apply for an Associate Director position, but not within 12 months of completing an employment contract

Selection criteria

- Ability to use initiative
- Willingness to learn
- Ability and willingness to provide input to the GSNRM Board proceedings
- Potential for experience and knowledge to advance leadership potential