



Board Recruitment 2026

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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Chair, Gulf Savannah NRM

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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 \$6,000 paid in fortnightly instalments.
- **Sitting Fees** - entitled to a meeting sitting fee of \$500 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 2026. 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

09 th June	Expressions of Interest for Directors open (stage 1)
13 th July	Stage 1 Expressions of Interest close 9 am
23 rd July	Applications for Stage 2 open
30 th July	Optional Q&A session with the Board (via Zoom)
10 th August	Stage 2 recruitment closes 9 am
17 th August	Interviews with ISC
24 th August	ISC prepare recommendation report
26 th November	Recommended Directors tabled for endorsement by members at AGM
26 th November	Director Induction (following AGM)
10 th December	First Board Meeting

Application Process

- 1) Lodge your Expression of Interest, including the following, through the Gulf Savannah website by **9.00 am on 13th July 2026**:
 - 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 **9.00 am on Monday 10th August 2026**:
 - 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 9:00 am 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.



Position Description

Position:	Director
Reports to:	Membership
Stipend:	\$6,000 per annum, plus sitting fees
Term:	3 years

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

The Gulf Savannah NRM Board is accountable to members for ensuring Gulf Savannah NRM achieves its vision, purpose, and strategic and business objectives in an ethical, legal, and sustainable manner.

Duties and Responsibilities.

In collaboration with the other members of the Board:

- 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.

Expectations

In addition to the above duties and responsibilities, it is expected that the Director will continue to participate as an active member of the Board and at all times act in the best interests of the company and its stakeholders. This will include but will not necessarily be limited to:

- Ensure ongoing eligibility to act as a company director in compliance with the Corporations Act and ASIC requirements.
- Attending board meetings fully prepared (minimum 4 meetings per year)
- Complying with the legal and fiduciary responsibilities of a director
- Promoting the organisation within the community
- Participating in at least one Board Committee
- Attending at least one day of director education each year
- Being an informed and active contributor at Board meetings
- Attending local community events supported by the organization
- Attendance at the Annual General Meeting

Code of Conduct

In accordance with legal requirements and agreed ethical standards, Gulf Savannah NRM's directors:

- Owe a fiduciary duty to the company as a whole;
- Use the powers of the office for a proper purpose;
- Discharge their duties in good faith and honesty;
- Act with the level of skill, care and diligence expected of a director of a company;
- Demonstrate commercial reasonableness in their decisions;
- Act for the benefit of the company;
- Do not make improper use of information gained through their position as a director;
- Do not take improper advantage of the position of director;
- Do not allow personal interests, or the interest of any associated person, to conflict with the interests of the company;
- Make reasonable enquiries to ensure that the company operating efficiently, effectively and legally towards achieving its goals;
- Undertake diligent analysis of all proposals placed before the board;
- Do not engage in conduct likely to bring discredit upon the company; and
- Comply with the spirit, as well as the letter, of the law and with the principles of the board charter.

Reviewed by:

John Gavin

Company Secretary

09/06/2026

Date

Next review: May 2029