

Landscape South Australia



Government of
South Australia

Position Description | January 2025

Manager Landscape Operations South Australian Arid Lands Landscape Board

Tenure: Fixed Term Contract (2 years)

Classification: ASO8 (\$121,107 - \$125,679)

Position Number: P46466

Hours of work: Full-time (37.5 hours per week) Flexible work arrangements may be negotiated

About the role

The Manager, Landscape Operations is a senior role and an integral part of the Region's Leadership Team. The role provides leadership and support to the Landscape Board, staff and the broader community in relation to landscape scale participation in natural resource management. The Manager, Landscape Operations is a pivotal role for working with and mobilising land managers to continually improve the management of their natural resources through a whole of landscape approach through partnerships that value innovation, collaboration and evidence-based decision making.

The Manager will lead and manage the Landscape Operations team to design and deliver the SA Arid Lands Landscape Board's programs and services in accordance with the board's strategic and operational plans. The Landscape Operations team will actively collaborate with the board's sub committees, community and other partners and stakeholders including the Commonwealth, State and local government, non-government and First Nations partners. The Landscape Operations team will lead the quality delivery of the board's environmental, water and biosecurity programs in accordance with legislative requirements and contractual agreements with funding partners.

About the South Australian Arid Lands Landscape Board

The South Australian Arid Lands Landscape Board is one of nine regional boards in South Australia, including the metropolitan board Green Adelaide, that support their local communities to sustainably manage soils, water, pests, and biodiversity. The boards invest landscape levies into regional priority issues as well as leveraging Australian Government, industry and partnership funding towards managing and protecting productive and natural landscapes. More information can be found [here](#).

The South Australian Arid Lands Landscape Board is ministerially appointed to oversee the administration of the Landscape SA Act 2019, and operates out of Port Augusta, based in the heart of the Upper Spencer Gulf and at the foot of the Flinders Ranges and Outback South Australia. Board personnel support local communities and land managers in sustainably managing and protecting the region's rare, protected and abundant natural resources with an emphasis on managing land and water, optimising biodiversity and pest animal and plant control. The Board's five-year strategic plan guides investment and delivery supported by district action plans developed with and for community.

About the region

The South Australian Arid Lands region covers more than 50% of South Australia and takes in the far north deserts and outback, the central and northern Flinders Ranges, the majority of the state's pastoral zone and Port Augusta and Flinders Ranges Councils. It meets its partner states at the Northern Territory, New South Wales and Queensland borders. Many small and remote communities support and service isolated landholdings throughout the region which is predominantly an Out of Council region serviced by the Outback Communities Authority. There are five smaller council zones, one of which is the Port Augusta City Council area where the board operates from. The region is divided into seven districts which align with the naturally occurring land systems, social and industry connections. The Great Artesian and Lake Eyre Basins are key to life and livelihoods in the region and supports the mining, gas and petroleum industry, as well as a number of pastoral properties to the north. Tourism is another key industry, and the region features many iconic and rare environmental and heritage areas. The SA Arid Lands is culturally rich, with a number of First Nation groups with Native Title holdings within the region.

Key Outcomes

- Leadership is provided to a team of professional staff ensuring employees are empowered, motivated, have appropriate expertise and meet performance goals.
- Effective, connected and coordinated partnerships are established and managed with landholders, primary industries, First Nation partners, the conservation sector and volunteer groups, Federal, State and Local government agencies and other key stakeholders.
- Primary producer, conservation and public lands sectors are more resilient in adapting to climate change, while improving in pest plant and pest animal management, water use and management, and biodiversity protection, monitoring and management.
- Compliance systems and implementation are managed and successfully executed in accordance with the Landscape Act SA 2019.
- Timely and informed advice and strategy is provided to the Board on key risks and opportunities within the agricultural and conservation landscape.
- Programs and projects relating to public and private lands are identified, developed, funded and managed to achieve statutory board responsibilities, regional and district level plans and government objectives.
- Australian and State Government and industry funded programs are established, governed and project-managed in accordance with funding agreements and legislative requirements, including (but not limited to) Regional Delivery Partnerships, Landscape Priorities Fund, Future Drought Funds, industry investment.
- A Landscape operational plan encompassing programs, projects, services rolling annual work plans is developed and implemented and reported on, in alignment with SA Arid Lands Board plans, budget allocations, timelines and objectives, and performance objectives.

Key Relationships

- SAAL Landscape Board, District Group members, staff and neighbouring Landscape regions
- Landscape Board Operation Managers network
- Local Community Groups, Land Managers, Volunteer Groups, First Nation Groups
- Project partners and contractors, key stakeholder groups including Government and non-government organisations, local industry peak bodies and business.

Key Capabilities

Core Competencies	Elements	Behavioural Indicators
Shapes Strategic Thinking and Change	<p>Creating vision and direction</p> <p>Thinking and Acting Strategically</p> <p>Leading and Influencing Change</p>	<p>Regularly and consistently communicates a direction that enables staff to understand the links to the Agency's and State's strategic directions</p> <p>Ensures business planning is aligned with the intent of the Agency's and region's strategic planning</p> <p>Recognises the likely implications of change on various stakeholders and is adept at working through these in a consultative way.</p>
Achieves Results	<p>Delivering Effective Outcomes</p> <p>Assuming Accountability</p> <p>Making Decisions</p>	<p>Uses performance data, reports and measures to monitor, encourage and develop team to deliver outcomes</p> <p>Fully accepts accountabilities of the role and wisely exercises delegations.</p> <p>Ensures decisions taken abide by legislation, regulations and policies.</p>
Drives Business Excellence	<p>Optimising Performance</p> <p>Promoting Customer Service</p> <p>Directing Resources</p>	<p>Confronts poor performance in a constructive way with clear expectations and follow up.</p> <p>Actively builds capacity and capability within their area to deliver services effectively and efficiently to a diverse range of stakeholders</p> <p>Delegates responsibilities effectively and establishes clear roles and expectations as well as feedback mechanisms.</p>
Forges Relationships and Engages Others	<p>Using Political Savvy</p> <p>Establishing and maintaining networks</p> <p>Communicating and managing conflict</p>	<p>Is proactive in recognising areas of political sensitivity and risk and taking action towards a mutually beneficial outcome.</p> <p>Generates opportunities to foster key relationships including significant partnerships with Aboriginal communities</p> <p>Manages conflict in ways that promote conciliation, win – win outcomes and positive future relationships</p>
Exemplifies Personal Drive and Professionalism	<p>Modelling Public Sector Values</p> <p>Displaying Flexibility and Resilience</p>	<p>Acts according to values, ethics and standards of the Public Sector and Agency in all interactions even in the most sensitive situations</p> <p>Adapts quickly and responds positively to the unexpected</p>

Technical, Professional/Knowledge and Experience

Technical Knowledge

- Knowledge and demonstrated experience in, biosecurity, ecology and land management principles and practices.
- Demonstrated experience leading and managing a team of professional staff.
- Maintains a thorough and up to date knowledge of NRM practices within and relevant to the arid and remote landscapes, industries and opportunities, and understands what motivates or constrains community uptake of NRM initiatives.
- Advanced skills in all aspects of project management including planning, governance, HR practices, procurement, contract and financial management with responsibility for administering budgets.
- Can conceptualise, consider options for and make recommendations in relation to regulatory and non-regulatory policy solutions.

Professional Expertise (Qualifications and/or comparable experience)

- A tertiary qualification in leadership/management, NRM, agriculture, or business is highly desirable.
- Experience working with First Nations Communities is desirable.

Work Health and Safety

Lead workplace safety procedures and programs

- Proactively ensures all direct reports understand workplace health and safety requirements and responsibilities.
- Leads and participates in health and safety discussions in the workplace.
- Identifies hazards, assesses risks and implements procedures for controlling risks.
- Implements procedures for dealing with incidents and emergency events.
- Maintains appropriate workplace safety records.
- Implements procedures for managing injured workers.

Corporate Responsibilities

- Demonstrate appropriate and professional workplace behaviours that are in line with the Code of Ethics for the South Australian Public Sector.
- Maintain a commitment to EEO, Diversity, Ethical Conduct, and record keeping within legislative requirements, according to the principles of the Public Sector Act 2009.
- Actively participate in the Board's Performance Development and Review Program.
- Demonstrate appropriate and professional workplace behaviours that align closely with the White Ribbon message.

Other requirements

- Position based in Port Augusta with flexible working arrangements able to be negotiated.
- May be required to participate in Biosecurity emergency response.
- Current class "C" drivers' licence and willingness and ability to safely operate a 4wd is essential.
- Intrastate and remote area travel is required, including travel in light aircraft.
- Some out of hours work is required, necessitating occasional overnight stays.
- Apply First Aid Certificate is essential.
- This role has been designated as a Position of Trust pursuant to the standards required in the Australian Government Protective Security Policy Framework. By applying for this role, you consent to being screened under the process of obtaining a National Police Clearance (NPC), and to the Board requiring you to obtain an NPC.

More information

Further information about SA Arid Lands Landscape Board can be found at www.landscape.sa.gov.au/saal/home