

Murraylands and Riverland Landscape Board

Position Description

Team Leader, Wetland and Floodplain Management – PXXXXX

Tenure: 3–5-year Term Contract

Classification: PO4

Hours of work: Fulltime (37.5 hours/week)

Reports to: Manager, Sustainable Landscapes

Direct reports: 3-4

The Murraylands and Riverland Landscape Board promotes diversity, and flexible ways of working including part time hours and opportunities to work from home. Applicants are encouraged to discuss the flexible working arrangements for this role by contacting the hiring manager for this role.

About the role

The Team Leader, Wetland and Floodplain Management is responsible for managing, bringing innovation to, and coordinating effective implementation of the wetlands and floodplain management program within the Murraylands and Riverland Landscape Board. The role works closely with a wide range of stakeholders, environmental groups, contractors and agencies to integrate and implement projects to achieve ecological outcomes. The role leads a small, diverse team across multiple locations, providing strategic oversight and support in wetland and floodplain project management, encompassing environmental water planning, resourcing, monitoring, and infrastructure.

About the Murraylands and Riverland Landscape Board

[The Murraylands and Riverland Landscape Board](#) is a statutory body with a focus on enhancing, conserving, and sustaining the landscapes of our impressively diverse region. Spanning vast natural environments and productive agricultural lands, our foremost focus is to collaborate with the region's communities across projects that empower people to be at the heart of landscape management.

Our teams work across projects to [conserve native flora and fauna](#), [manage pest plants and animals](#), and improve the health of the [wetlands and floodplains along the River Murray](#). Our [sustainable agriculture team](#) works to drive on-farm productivity, while our engagement team collaborates with [First Nations](#), [young people](#), [volunteers](#) and [citizen scientists](#) to build the skills and capacity of our greatest asset – our people.

Frontline staff are supported by a dynamic team of professionals working behind the scenes in roles ranging from finance and governance through to communications, planning, information management, monitoring and evaluation, investment support and more, working as one team to deliver for our region.

The landscape board employs around 85 staff with offices located in Berri and Murray Bridge, with satellite sites in Lameroo, Cambrai, and Karoonda.

Find out more about the [role of the landscape board and the work we do](#).

Read more about the work of the Wetlands Program in the Attachment to this Position Description.

About our culture

People are at the heart of everything we do. Whether it's engaging with the region's landholders or creating a supportive environment for our staff, people are always at the forefront.

Reflecting this is an organisational culture that nurtures, empowers and develops staff to create real impact through the work they do. Landscape board employees' skills are developed through ongoing training, education and mentoring opportunities, and leadership programs with the opportunity to grow through promotional opportunities. We offer highly flexible working conditions including the ability to work from home and schedule your work around personal commitments.

Key results of the position

- The Wetland and Floodplain Management Program (the Program) continues to deliver environmental outcomes in response to shifting environmental and broader contextual factors across the Murray-Darling Basin and the South Australian River Murray.
- Sustained environmental outcomes in wetlands, floodplains, and for threatened species are achieved at the landscape scale by integrating scientific knowledge and innovative operational practices.
- The Program remains strategically focused, operationally stable, and resources are appropriately managed and administered to deliver priority Program outcomes.
- The program leverages compatible funding streams through strategic partnerships, underpinned by strong leadership, proven delivery and established capability.
- The Program contributes to, advises on and influences key deliberations affecting the future of the environmental values of the River Murray within South Australia and the wider Murray-Darling Basin.
- Provides policy and technical advice, planning, and briefings to enable effective management of wetlands, floodplains, environmental water, and related threatened species initiatives, delivering the MRLB Regional Landscape Plan and government priorities.
- All team members of the Program are empowered, motivated, and mentored in the appropriate expertise to meet agreed performance goals and required outcomes.
- A safe workplace is maintained by accepting responsibility for own and others' safety, identifying and investigating hazards, and leading and participating in workplace safety procedures and programs.

Key relationships

- Wetland and Floodplain Management Program staff.
- Murraylands and Riverland Landscape Board members, committee members and all employees, including the Executive Leadership Team.
- Contractors.

- Volunteers.
- Local, state and federal government agencies including scientific bodies, e.g. PIRSA, CEWO, MDBA.
- Other SA Landscape Boards.
- Industry, interest groups, private landholders and community groups.
- Traditional Owners.
- Landholders.
- Not-for-profit organisations.
- Relevant DEW Business Groups.
- The academic and research institute sector e.g. CSIRO, SARDI, Universities.

Special conditions

- Position is based at Murray Bridge or Berri.
- A current minimum class C driver's licence and willingness and ability to safely operate a 4WD is required.
- Appointment will be subject to a satisfactory criminal history check.
- Some out of hours work and intrastate travel involving overnight absences from home may be required.
- Required to participate in the Murraylands and Riverland Landscape Board's Performance Development and Review Program.
- May have the opportunity to participate in fire management or associated duties.

Key selection criteria

Knowledge, skills, abilities and experience

- Demonstrates applied understanding of key environmental, social and economic issues affecting the Murray–Darling Basin, including relevant legislative and management frameworks, particularly in South Australia.
- Demonstrates an applied understanding of public sector business management and administration, including business development and adaptation to changing priorities, constraints and opportunities.
- Demonstrates experience delivering natural resource management projects and programs, including planning, resource and risk management, logistics and administration.
- Demonstrates ability to analyse complex information, evaluate risks and implications, solve problems, and apply sound judgement to deliver strategic and program outcomes.
- Has strong verbal and written communication skills, with experience influencing and engaging stakeholders, communities and partners.

- Demonstrates capacity to design and implement investigative studies, evaluate evidence, and develop defensible conclusions.
- Demonstrates sound understanding of wetland, floodplain and environmental water management principles at a landscape scale.

Qualifications / Education

- A tertiary qualification in Natural Resources Management, Environmental Management, Biological/Ecological Sciences, or equivalent is essential – and post graduate qualifications in business management (particularly public sector) or project management may provide an advantage.

Expectations and values

- Maintain a commitment to professional conduct in line with the Code of Ethics for the South Australian Public Sector.
- Maintain a commitment to Equal Employment Opportunity (EEO), cultural safety and diversity in the workplace.
- Acknowledge and respect the cultural authority of Aboriginal and Torres Strait Islander people in line with the *Landscape SA Aboriginal and Torres Strait Islander Statement of Commitment*.

CLASSIFIED

Attachment

The Murraylands and Riverland Landscape Board's Wetlands and Floodplain Management Program

The Murraylands and Riverland Landscape Board has been involved in the management of wetlands and floodplains along the SA River Murray's wetlands for more than two decades. Throughout this period, the board's Program has established enduring working relationships with many landholders, First Nations communities, volunteer groups, non-for-profit organisations, universities, researchers and other government agencies working collaboratively on wetland conservation.

There are some 250 wetland complexes along the SA River Murray. Through its Program, the landscape board is involved in more than 100 managed wetland complexes between the SA border and the Lower Lakes.

The nature of these wetlands varies dramatically from the large wetland complexes in the Riverland and Coorong and Lower Lakes Ramsar regions, to the small, uniquely valuable wetlands in between. They incorporate quite varied aquatic habitat features and ecosystem values, including deep permanent or semi-permanent basins; broad shallow open water; anabranch creeks; mud flats; and wet sedgeland, each of which provides habitat and resources for particular assemblages of flora and fauna.

These wetland assets include both permanent and temporary aquatic ecosystem zones and also the extended water-dependent floodplain areas surrounding them. The interface between these environmental features shift as water comes and goes across the seasons.

The scope of the Program can be thought about as four broad aspects of work -

- **Planning, negotiating and coordinating environmental watering** regimes to sustain and increase the resilience of key aquatic and floodplain flora and fauna assemblages including a number of threatened species.
- **Coordinating complementary measures (on-ground works and threatened species conservation initiatives)** to sustain and improve habitat opportunities, including flow-path improvement, water management infrastructure, threatened species and targeted pest management programs.
- **Implementing an integrated monitoring and investigations program** to support ongoing knowledge development and adaptive management.
- **Engaging with stakeholders and the wider community** in wetland management-related activities.

The Program team is a relatively small group of operational ecologists. The team has an excellent understanding of the essential nature of wetlands, the needs of the species that live in them, and how to deliver and manage water for the environment to best effect. The team is well recognised amongst colleagues across other State and National agencies in the Murray-Darling Basin as a specialised and rather unique field science and operational management resource.

The commitment by the Landscape Board to the Program provides vitally important on-ground knowledge, experience and operational capability that contributes directly to the day-to-day and decade-by-decade management of the health of Australia's largest river system.

The Program is resourced by multiple streams of funding including at its core the Landscape Levy, but also under agreements from both State and Australian Government agencies for the delivery of particular services and/or the implementation of various special projects.

The landscape board owns no wetlands

Through its Wetlands and Floodplain Management Program, the landscape board influences the management of many wetland complexes held by public and private landholders, providing knowledge and advice regarding wetland ecology and hydrology and how to improve wetland condition and resilience.

The Program team are recognised as a key source of expertise in how to deliver environmental water to a variety of wetland configurations; how and when to operate regulating structures; and how key ecological elements respond to hydrological management.

The landscape board owns no environmental water

The wetlands team contributes to the State's Long Term River Murray Watering Plan and the Short Term (Annual) Watering Plan, as well as the related submissions to the Murray-Darling Basin Authority (MDBA) for the supply and management of water to and through SA.

The landscape board also negotiates directly with water holders including the South Australian Minister for Climate, Environment and Water and the Commonwealth Environmental Water Holder (CEWH), to procure environmental water for hydrological manipulations at specific wetland complexes.

The board owns no water management infrastructure

The Program team serve as the environmental managers for a large number of wetland complexes for which the operational infrastructure is owned (and often operated) by others. As such, the team provides guidance or direction regarding the operation of water management infrastructure.

The team provides advice on site priorities, opportunities and risks; management options and constraints; functional design; and ongoing operational methods and guidelines for most new wetland and environmental water management infrastructure in SA.

The program achieves its purpose by functioning as an influential source of scientific and local knowledge and practical operational expertise and through its long standing and close network of partners.

Division:	Landscapes SA	Date approved:	11 June 2026
Branch:	Murraylands & Riverland Landscape Board	Classified by:	Katrina Bell