



GUNDITJ MIRRORING

Traditional Owners
Aboriginal Corporation
RNTBC

POSITION DESCRIPTION

GUNDITJ MIRRORING ABORIGINAL WATER OFFICER

POSITION DETAILS

Position Title:	Aboriginal Water Officer
Hours:	Full time, 38 hours per week
Salary:	\$80,000 - \$90,000 per annum plus Super, Salary Packaging is available, negotiable subject to qualification and experience
Employment Type:	Permanent
Location:	248 Condah Estate Road Breakaway Creek VIC 3304 or any other GMTOAC premises as required
Reports to:	Budj Bim IPA and Planning Manager

ABOUT GMTOAC

The Gunditj Mirring Traditional Owners Aboriginal Corporation RNTBC was established by the Gunditjmara in 2005 asserting our Sovereignty to continue our connection to care and protect Gunditjmara Country and to progress our rights and interests in our cultural identity, social justice, native title, cultural heritage, and land justice for our Gunditjmara Country.

Through GMTOAC, Gunditjmara ensure that our cultural obligations and responsibilities which arise from Gunditjmara Country and under Gunditjmara lore/law, custom and beliefs are upheld and recognised for the protection and benefit of our traditional lands and waters and for our respect to our Gunditjmara ancestors and for our Elders.

The UNESCO World Heritage listing of the Budj Bim Cultural Landscape in July 2019 has consolidated opportunities at GMTOAC. Alongside GMTOAC's successful and innovative programs and projects, the Budj Bim World Heritage listing elevates an already unique work experience on Gunditjmara Country to global recognition and responsibilities. The Budj Bim Cultural Landscape is a unique place with universal heritage values that demonstrate how Gunditjmara worked with the natural resources and environment of the Victorian Southwest region to establish a permanent place of human society over the past 30,000 years and beyond. With the increased exposure of this World Heritage site, it has allowed GMTOAC to greatly expand over the past two years with future growth, opportunities, and expansion to rapidly increase within the next few years.

POSITION SUMMARY

The role of the Aboriginal Water Officer sits within the Mirring Program – a multidisciplinary team within GMTOAC that progresses management of Country in line with the strategic direction of GMTOAC, its Board and Members.

The Aboriginal Water Officer will drive Gunditjmara rights and responsibilities in caring for Pareeyt (Water) Mirring across Gunditjmara Country. The role will implement on-ground waterway health

activities, contribute to decision-making process regarding waterway management and advocate for Gunditjmara aspirations in a range of forums. The Aboriginal Water Officer will also be a key contact to build and maintain relationships with our partners such as DEECA, Glenelg Hopkins CMA, Parks Victoria and neighbouring Traditional Owner Corporations to facilitate a collaborative approach to caring for Pareeyt Mirring.

ROLE RESPONSIBILITIES

Activities & Accountabilities

- Lead the implementation of waterway management actions on the Budj Bim Cultural Landscape and Gunditjmara Mirring in line with GMTOAC strategies and management plans and Gunditjmara aspirations
- Work in close collaboration with GMTOAC staff, especially the World Heritage team, to support the implementation of activities relating to World Heritage management and monitoring requirements
- Support and mentor GMTOAC staff and the Budj Bim Rangers to build knowledge and capacity in waterway management and monitoring techniques, including organising relevant training and facilitating on-country learning opportunities
- Maintain relationships and work with Glenelg Hopkins CMA, DEECA and Parks Victoria to implement waterway management actions across the public land estate to support Gunditjmara interests on the Budj Bim Cultural Landscape and across Gunditjmara Mirring.
- Engage in statewide and regional initiatives to progress policy that supports Gunditjmara interests in waterway management
- Manage specific projects as required, including project planning, reporting and project acquittals
- Support the development of investment bids to fund future water management activities as required
- Work Health and Safety responsibilities as identified in policies and procedures
- Equity and diversity responsibilities as identified in policies and procedures
- All other duties as required and agreed to with management.

KEY SELECTION CRITERIA

The essential experience, knowledge, skills, competencies and qualifications a person requires to successfully fulfil the responsibilities of the position are:

- i. Relevant qualifications and/or at least three years demonstrated professional competence in environmental science or natural resource management
- ii. Experience in coordinating and implementing conservation projects
- iii. Demonstrated verbal and written communication skills and ability to work effectively with a range of community-based organisations, government and industry partners
- iv. Strong organisational skills including the ability to prioritise work, manage multiple tasks and competing priorities, and meet deadlines
- v. Strong interpersonal skills and ability to work with a diverse range of people and develop close working relationships with project delivery partners
- vi. Demonstrated ability to take initiative and work independently when required but also to work cooperatively with others as part of a team
- vii. An understanding of the Gunditj Mirring Traditional Owners Aboriginal Corporation, its operations and activities
- viii. An awareness and understanding of historic and current issues affecting Gunditjmara people and country; as well as the broader Australian Aboriginal and Torres Islander

community and their relationships with the broader Australian society in order to communicate effectively and sensitively with Gunditjmara people and other stakeholders.

Employee Risk Management Responsibilities (including OH&S)

The following items are the duties of each employee:

- To take reasonable care for their own safety and the safety of others affected by their acts or omissions
- To co-operate with their employer in relation to any action taken to comply with the OH&S Act.
- Not wilfully or recklessly interfere with or misuse anything provided in the interest of health and safety
- Identify risk and be able to manage and escalate issues
- Not wilfully place at risk the health and safety of any person at the workplace
- Report all safety hazards and risk exposures, including losses to their supervisor
- Maintain physical security of all property, equipment and buildings within your jurisdiction and control
- All staff are required to actively reduce GMTOAC's exposure to losses related to security, public liability and professional indemnity and reporting areas of concern
- Correctly use and wear any personal protective gear/equipment at all times.

Eligibility

- Appointments are subject to satisfactory completion of relevant screening checks.
- The filling of this position is intended to constitute a special measure under section 8(1) of the *Racial Discrimination Act 1975 (Cth)*, and s12 of the *Equal Opportunity Act 2010 (Vic)* and s8(4) of the *Charter of Human Rights and Responsibilities Act 2006 (Vic)*.
- *This is a designated position.* Successful applicants must be able to provide evidence that they are of Aboriginal and/or Torres Strait Islanders descent; identify as an Aboriginal and/or Torres Strait Islander; and are accepted by their community as Aboriginal and/or Torres Strait Islander.

Conditions of Employment

- Must have a Victorian Drivers Licence.
- Ability to obtain a positive National Police and Working with Children Check.

GMTOAC is an equal opportunity employer – If you believe you may be unable to achieve a positive check result, we have the ability to review your results and act with discretion. This allows us to employ staff only if we consider the outcome of this record will not have any negative impact to GMTOAC operations or reputation, or the role the staff.

Applicants must submit a CV and a cover letter (maximum 2 pages) detailing their suitability for the role, specifically addressing the Key Selection Criteria or main responsibilities of the position.

This position will close on 8 February 2026.

Acknowledgement

I have read and understand the requirements of the role, responsibilities and accountabilities as outlined within this Position Description.

Signed

Employee's name

Employee's signature

Date

CEO's signature

Date