

**POSITION TITLE:** General Manager (Identified Position)

**LOCATION:** Murray Bridge, South Australia

### **POSITION OVERVIEW**

The General Manager holds a critical leadership position within the Ngarrindjeri Regional Authority (NRA), responsible for advancing the Ngarrindjeri Nation's vision and goals through the Justice Reinvestment Project. Reporting to the NRA Board, the General Manager provides executive support to the Board, aligns initiatives with community priorities, and fosters sustainable partnerships to promote Ngarrindjeri self-determination, cultural integrity, and nation-building.

Interested individuals of Aboriginal and Torres Strait Islander Descent are strongly encouraged to apply.

The Ngarrindjeri Regional Authority is guided by the collective vision and goals for the nation:

#### **Vision:**

All people Caring, Sharing, Knowing and Respecting the lands, the waters, and all living things.

- For all our people, children and descendants to be healthy and to enjoy our healthy lands and waters.
- To see our lands and waters healthy and spiritually alive.
- For all our people to benefit from our equity in our lands and waters.
- To see our closest friends - our Ngartjis (special animals) - healthy and spiritually alive.
- For our people to continue to occupy and benefit from our lands and waters.
- To see all people respecting our laws and living in harmony with our lands and waters.

#### **Goals:**

- Building our nation, Securing our future.
- Strong Culture
- Sovereign First Nation
- Secure Future
- Healthy Country
- Confident People
- Creative Economy
- Respected History
- Regional Leader

- Working together for a strong, healthy, and sovereign Ngarrindjeri Nation
- Honouring our People

## **KEY RESPONSIBILITIES**

### **Strategic Leadership and Vision**

- Lead the NRA's Justice Reinvestment Project in alignment with Ngarrindjeri values, advancing the Nation's long-term goals for justice equity, self-determination, and nation-building.
- Model culturally grounded leadership, fostering an environment that respects Ngarrindjeri values, inclusion, and shared knowledge.
- Provide mentorship to the Project Team, promoting professional growth and adherence to Ngarrindjeri principles in all activities.
- Identify capacity needs within the organisation and develop strategies to strengthen the NRA's approach to justice reinvestment and social reform.

### **Board Support and Governance**

- Act as the primary executive and secretariat support to the NRA Board, facilitating board meetings, maintaining accurate records, and supporting governance processes.
- Regularly communicate strategic direction, project progress, and performance outcomes to the NRA Board, ensuring decisions are informed by evidence and aligned with Ngarrindjeri values.
- Develop systems to keep the Board updated on the Justice Reinvestment Project's goals and deliverables, reinforcing accountability and strategic alignment.

### **Financial and Funding Management**

- Oversee the NRA's financial management, ensuring effective budgeting, resource allocation, and alignment with funding agreements.
- Actively seek funding opportunities and sustainable partnerships to support the Justice Reinvestment Project, moving beyond transactional models to foster collaborative, community-centered funding relationships.
- Manage financial performance in line with the NRA's vision, addressing inefficiencies and ensuring resources are used effectively to support long-term objectives.

### **Community and Partner Engagement**

- Build and maintain respectful relationships with Ngarrindjeri community organisations, government agencies, NGOs, and philanthropic partners, advancing the Justice Reinvestment Project's goals.
- Engage member organisations, fostering a unified approach to Ngarrindjeri nation-building and supporting the NRA's role as a trusted community leader.
- Serve as the primary liaison for the Justice Reinvestment Project, ensuring all stakeholder interactions are culturally appropriate and reflect the goals of the Ngarrindjeri Nation.

### **Data, Evaluation, and Reporting**

- Lead the development of data systems that align with Ngarrindjeri data sovereignty principles, supporting accurate tracking, evaluation, and reporting of community outcomes.
- Collaborate closely with the Research, Policy, and Planning Unit to ensure that data-driven decision-making is evidence-based, culturally relevant, and supportive of Ngarrindjeri goals.
- Regularly report on project progress, outcomes, and challenges to the NRA Board and stakeholders, using data insights to shape strategy and guide continuous improvement.

### **REQUIRED SKILLS AND QUALITIES**

The General Manager role calls for a strategic leader with expertise in community-driven solutions, partnership management, and cultural competency. The position demands a blend of visionary leadership, financial acumen, and commitment to Ngarrindjeri values to support the NRA's long-term goals and achieve impactful outcomes.

#### **Essential Skills and Qualities:**

- **Cultural Competency and Integrity:** Strong understanding of Ngarrindjeri culture, goals, and values, with an unwavering commitment to promoting Ngarrindjeri self-determination and Indigenous leadership. The role requires upholding cultural integrity and honouring Ngarrindjeri knowledge systems in all aspects of leadership and community engagement.
- **Strategic Leadership:** Proven capacity to lead and inspire teams in a way that aligns with Ngarrindjeri values, creating an environment of respect, collaboration, and community empowerment. Experience in guiding teams within Indigenous or community-led projects is essential.
- **Financial Management:** Strong financial skills, including budgeting, resource management, and securing sustainable funding sources, with the ability to manage



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financial performance to support NRA's strategic objectives. This includes experience in identifying and pursuing funding opportunities that align with Ngarrindjeri community priorities.

- **Relationship Building and Partnership Development:** Demonstrated ability to build and maintain respectful relationships with Indigenous communities, government agencies, NGOs, and funding partners. The General Manager must prioritise partnerships that enhance Ngarrindjeri priorities and support the Justice Reinvestment Project's community-focused goals.
- **Data-Informed Decision Making:** Proficiency in using data to guide strategic decisions, enhance project outcomes, and align activities with the objectives of the Ngarrindjeri community. This includes the capacity to develop and oversee data systems that respect Ngarrindjeri data sovereignty principles, supporting evidence-based practices.

#### PERFORMANCE GOALS

- **Strategic Implementation:** Lead the successful implementation of the Justice Reinvestment Project, achieving measurable outcomes aligned with Ngarrindjeri nation-building goals.
- **Board Support and Accountability:** Provide consistent, transparent, and accurate reporting to the NRA Board, ensuring alignment with the Nation's operational and strategic objectives.
- **Sustainable Operations:** Ensure financial sustainability and operational efficiency, meeting compliance and funding requirements to support NRA's long-term goals.
- **Community and Cultural Alignment:** Advance the Ngarrindjeri Nation's vision by embedding cultural values into all decisions, fostering a collaborative approach that reflects "All people Caring, Sharing, Knowing, and Respecting the lands, the waters, and all living things."

This position is classified as **Level 8** under the Social, Community, Home Care, and Disability Services Industry Award [MA000100], ensuring compliance with award pay rates, conditions, and responsibilities.