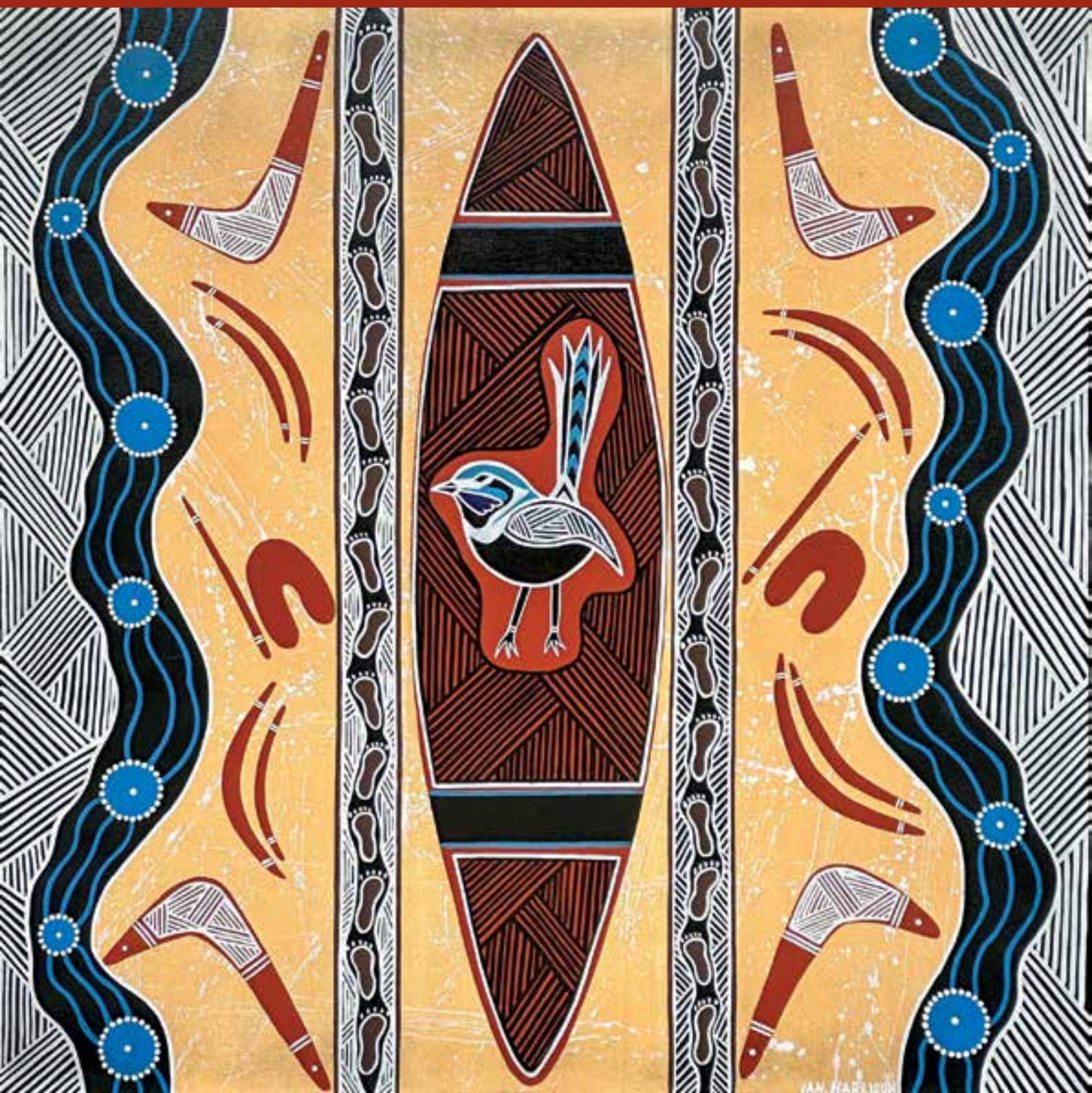


Gunaikurnai Traditional Owner
Land Management Board

Board Member Recruitment Information

Applications close 25 August 2025



Artworks featured in this document:



Our Pathway, Ian Harrison



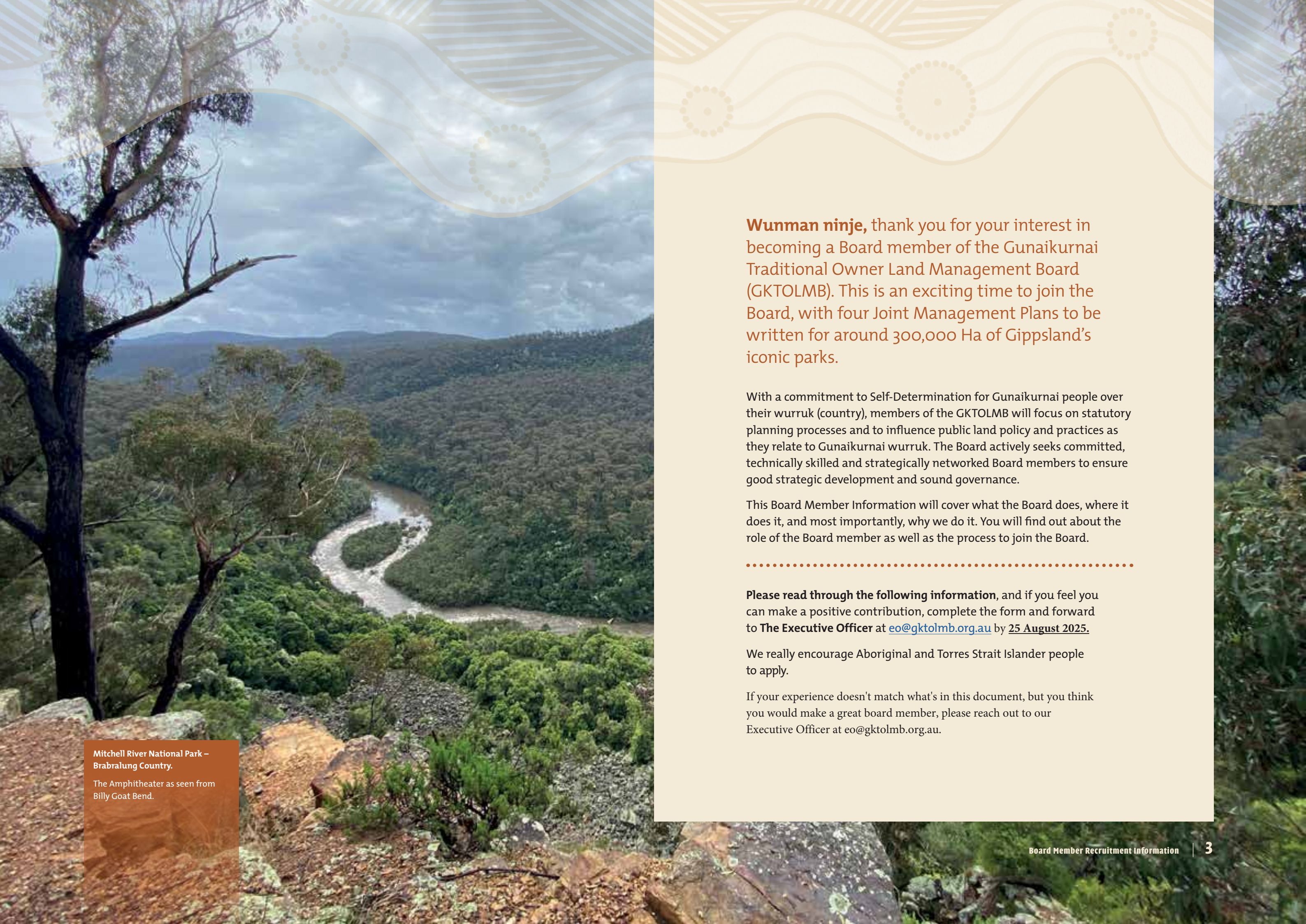
Bataluk Dreaming, Ian Harrison

Photography in this document courtesy of GLaWAC.



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Mitchell River National Park –
Brabralung Country.

The Amphitheater as seen from
Billy Goat Bend.

Wunman ninje, thank you for your interest in becoming a Board member of the Gunaikurnai Traditional Owner Land Management Board (GKTOLMB). This is an exciting time to join the Board, with four Joint Management Plans to be written for around 300,000 Ha of Gippsland’s iconic parks.

With a commitment to Self-Determination for Gunaikurnai people over their wurruk (country), members of the GKTOLMB will focus on statutory planning processes and to influence public land policy and practices as they relate to Gunaikurnai wurruk. The Board actively seeks committed, technically skilled and strategically networked Board members to ensure good strategic development and sound governance.

This Board Member Information will cover what the Board does, where it does it, and most importantly, why we do it. You will find out about the role of the Board member as well as the process to join the Board.

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Please read through the following information, and if you feel you can make a positive contribution, complete the form and forward to **The Executive Officer** at eo@gktolmb.org.au by **25 August 2025**.

We really encourage Aboriginal and Torres Strait Islander people to apply.

If your experience doesn't match what's in this document, but you think you would make a great board member, please reach out to our Executive Officer at eo@gktolmb.org.au.

Introduction to the GKTOLM Board

What is Joint Management

The Gunaikurnai people are the Traditional Owners of a large area of Gippsland. In 2010 the Victorian Government legally recognised the Gunaikurnai people's traditional ownership of and connection to the land and waters of this region. In the spirit of furthering reconciliation, self-determination and social justice objectives, the state entered into an agreement with the Gunaikurnai people to jointly manage 14 parks and reserves through an equitable partnership with the aim of sole Gunaikurnai management of land under Aboriginal Title.

The Joint Management Plan (JMP) describes how the Victorian Government and Gunaikurnai do this. It has an overarching strategy of what we want to achieve in the long term (the Strategic Plan) and individual plans for each park or reserve describing how that is reflected in day-to-day management. Ten plans were approved in 2018 (the first in Victoria), and plans for the four recently added parks are yet to be written.

As part of the model, Gunaikurnai and Parks Victoria Rangers are collectively responsible for the on-ground management of the 14 parks and reserves.

The partnership also brings the opportunity for knowledge sharing and development of employment, education and training. With the partnership comes decisions, resources, skills and equal opportunity in all relationships and business.



The 14 Joint Management Parks. For an interactive version, please visit: <https://gunaikurnai.org/our-country/joint-management>

About the Board

The GKTOLMB started at the beginning of Joint Management in 2012. Since then, the Board has built a strong reputation in writing the Gunaikurnai and State of Victoria Joint Management Plan and more recently monitoring and evaluating the plan and funding projects of cultural and academic significance. A review of the first years was finished in 2024 and this now forms an important guideline for how the next JMs will be written.

The Board is appointed by the Minister for Environment and at least six of the 11 members are nominated by GLaWAC. The work of the Board includes:

- Writing Joint Management Plans that give strategic direction for Joint Management within the parks.
- Collaborating with the State and relevant State land managers in the management of the Joint Managed Land to ensure Gunaikurnai knowledge and culture are recognised in the management of the parks.
- Fostering employment and economic development for Gunaikurnai.

The Board oversees the organisation with independent leadership and governance in accordance with a charter and policies. The Board has a strong reputation for working with Gunaikurnai Land and Waters Aboriginal Corporation (GLaWAC), the Gunaikurnai community, Parks Victoria and Department of Energy, Environment and Climate Action (DEECA) to improve the care of Gunaikurnai country in line with traditional knowledge. Most importantly, Gunaikurnai members of the Board hold cultural knowledge and ensure that JM partners operate in a way that respects Country and Culture.

In a snapshot the Board has:

- \$1.2M annual Operating Revenue.
- 2 Staff (an Executive Officer and a Project Officer).
- Corporate services provided under a shared services agreement with the East Gippsland CMA.
- Approx. \$100K funding for Cultural Mapping and Cultural Interpretations work.

More information can be obtained from the GKTOLMB Website:

<https://gunaikurnai.org/our-story/gktolmb-who-we-are>

Our Vision and Values

The Board's Vision is
***Gunaikurnai leading the care
of their Country every day.***



The Charter

The Board Charter is based on good governance principles. It articulates the governance framework for a transparent and sustainable organisation governed to achieve the legal requirements, putting Gunaikurnai culture at the center of land management in JM parks.

[The Board Charter](https://gunaikurnai.org/wp-content/uploads/2025/06/GKTOLM-Board-Charter.pdf)

<https://gunaikurnai.org/wp-content/uploads/2025/06/GKTOLM-Board-Charter.pdf>

What we do

The job of the Board is to:

- Prepare Plans for the Joint Management parks and reserves;
- Update plans at the time and in the manner specified in the Joint Management Plan;
- Monitor and encourage compliance with and implementation of the Joint Management Plan;
- Take all reasonable steps to give effect to any Traditional Owner Land Management Agreement in force relating to the Board and the JM parks and reserves;
- Comment or make submissions on matters affecting or concerning the use or management of the JM parks and reserves.

How we do this:

- Exercise the authority given to it through its Charter, lore and law.
- Financial oversight and support in increasing income.
- Sees its role as one of governance:
 - » Holds its Executive Officer accountable for the management of all delegated responsibilities.
 - » Ensures policy appropriately reflects the organisation's aspirations.
 - » Offers leadership in strategy achievement.
 - » Ensures the Board is accountable to GLaWAC and the Minister.
- Responsible for ensuring regular Board development and discipline around its performance and processes.
- Sets the Board's work plan and agenda for the year.
- Establishes the extent of its authority in establishing programs, budgets, administering finances and otherwise managing the organisation according to sound practice.
- Exercise due diligence, fiduciary and risk management responsibility and ensures that these risks are identified and managed.

The Board is subject to formal governance arrangements, particularly the Portfolio Financial Management Compliance Framework, which is administered by DEECA. If the Board complies with this framework, it is exempt from the full requirements of the Standing Directions under the Financial Management Act.

As a recipient of Government Funding for its programs, the Board undertakes internal audits into its procedures and policies, and submits a budget grant request to DEECA each year.

The Board reviews and updates governance policies in line with its policy review calendar.

Board Membership

The Board currently has 10 members with a range of skills and experiences to provide governance oversight and strategic leadership of the organisation. There can be up to 11 members on the Board, and at least six must be nominated by GLaWAC. The Chair is also nominated by GLaWAC, and one member is nominated by the Secretary of DEECA.

The Board also has two committees to support the ongoing governance, strategy and management:

- Audit and Risk.
- Executive Committee.

Committee membership is opened each year and Board members generally choose committees that best match their individual skills and experience. Committees are chaired by an elected Board member (except the ARC which currently is an external person) with support from the Executive Officer and staff.

Board members also participate in events that provide opportunities to visit Country to meet with rangers, observe the work of JM partners and provide guidance for caring for Country.

The GKTOLMB meets 6-8 times per year, with most meetings being face-to-face and on Country. Typically, meetings shift between Forestec, Bairnsdale and the Latrobe Valley. The February, April, October and December meetings run over 2 days. The first day is an on Country visit and the second day is the Board meeting. The December meeting includes an annual reflection workshop, bringing together all JM partners to reflect on the achievements of the past year and work on opportunities for the next 12 months.

For further details on the role of the Board Director, refer to the Position Description (PD) located at the back of this information booklet.



Gunaikurnai Traditional Owner Land Management Board

About you

We want to hear from people of all walks of life who can:

- Enhance the public image of JM.
- Give financial oversight.
- Utilise the networks and experience of Board members in improving self-determination.
- Contribute to the development of the JMPs.
- Be forward thinking.
- Prepare for meetings.
- Attend a minimum number of meetings each year.
- Engage in collaborative, inclusive and culturally safe discussions.

As a Board member you will:

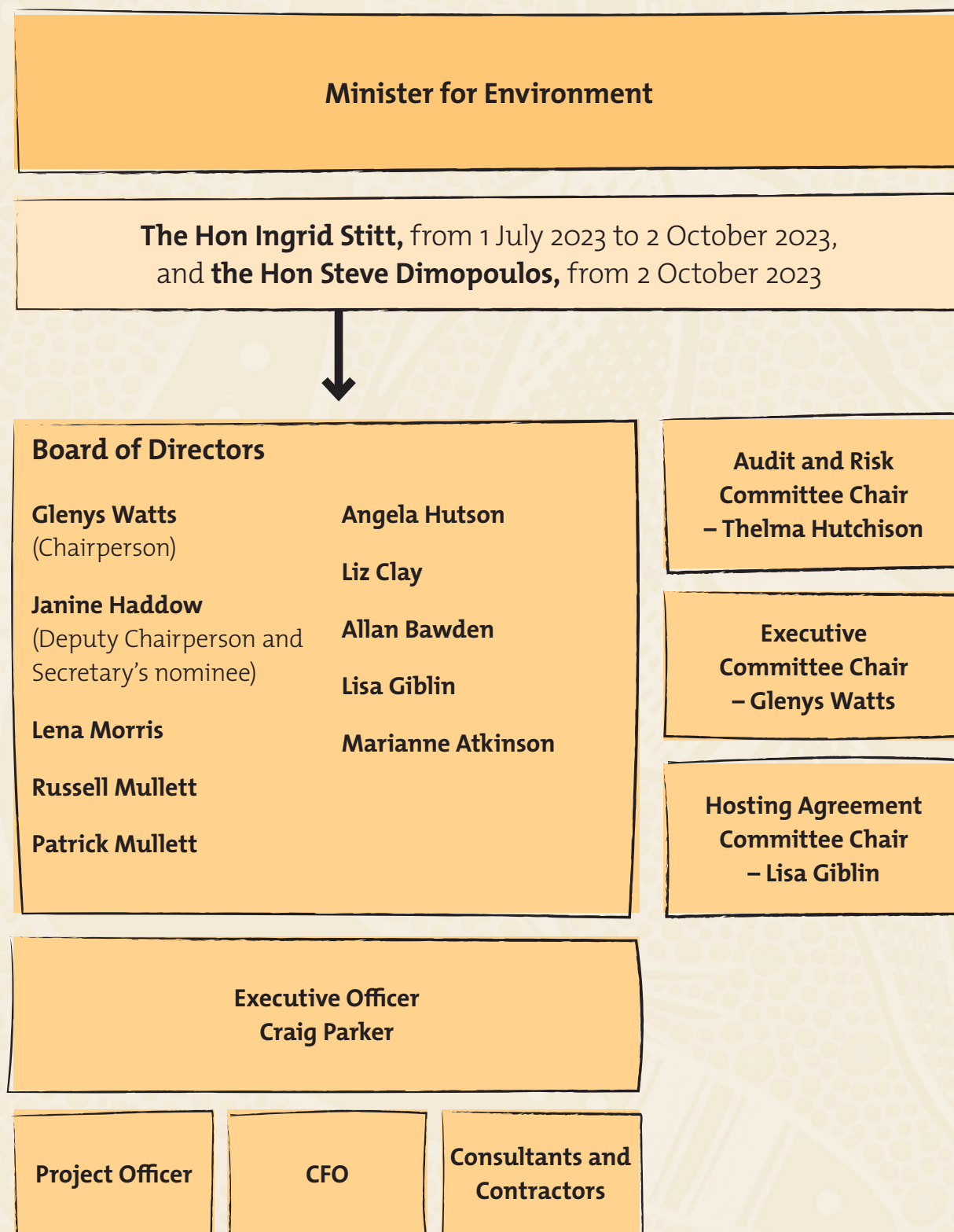
- Be honest, caring, respectful, responsible, and responsive.
- Observe Board solidarity about decisions reached and authority to act.
- Endeavour to attend all Board meetings and meetings of committees they are a member of.
- Have knowledge of the TOLMB's mission, policies and services.
- Have read the agenda and supporting materials prior to Board and committee meetings.
- Systematically consider information that evaluates the organisation's performance.
- Participate on committees and offer to take on special tasks.
- Only speak on behalf of the Board unless authorised by the Board to do so.
- Inform others about the organisation.
- Suggest potential Board members.
- Adhere to and maintain the Board's policies.

- Keep up to date on developments in the organisation's area of service.
- Attend a reasonable number of organisational events, when considered appropriate by the Board.
- The Board regularly discusses its membership to identify the skills the Board needs from new members so it can progress Joint Management and govern well.
- All Board members are responsible for identifying prospective Board members, recommending them for consideration to the Board.
- From time to time the Board may approve when a prospective Board member should be considered and recruited, in light of Board composition and skills needed.
- It is the responsibility of the Board to ensure an annual evaluation and development plan is in place for the Board, from time to time information evaluations may be outsourced.

What we offer:

- An orientation program for new Board members.
- Sitting fees and out of pocket travel expenses are paid. Accommodation and meal costs are usually paid directly by the Board.
- The option to join meetings online when in person attendance isn't possible.
- Professional Development, including going to relevant conferences is encouraged. The Board covers the cost of these ongoing developments.
- Most of all, a great culture working with people who are committed to a future of self-determination and quality outcomes for Gunaikurnai community.

Organisational Structure



Helpful Resources

https://gunaikurnai.org/wp-content/uploads/2021/05/Gunaikurnai_JMP-v2.pdf

[Joint Management Plan - The next 5 years](#)

<https://gunaikurnai.org/wp-content/uploads/2025/03/Gunaikurnai-Joint-Management-Plan-The-Next-5-Years-o6Nov2024.pdf>

[GKTOLMB Strategy](#)

https://gunaikurnai.org/wp-content/uploads/2024/01/GKTOLMB_StrategicPlan_2023.pdf

[Video - What our Elders fought for](#)

<https://vimeo.com/167506250>

[23/24 Annual Report](#)

<https://gunaikurnai.org/wp-content/uploads/2025/03/GKTOLMB-Annual-Report-2324-final.pdf>

[The Board Charter](#)

<https://gunaikurnai.org/wp-content/uploads/2025/06/GKTOLM-Board-Charter.pdf>

Case Studies

Case Studies

The following Case Studies will give you some insight into the types of work the Board does.

Buchan Munji Cultural Interpretations Plan Case Study

Buchan Munji is on Krauatungalung Country and has been a meeting place for Gunaikurnai for tens of thousands of years. Evidence of quarries and artefacts is found within the park as well as at other nearby cave sites. The area provided important shelter for people as they migrated to and from the high country at the change of season.

The reserve is now also a very important tourist destination, with cave tours, camping and walking the most popular activities. The JMP balances the need to protect cultural heritage while enabling tourism to grow. This includes the opportunity to educate visitors on the deep cultural heritage in the park and surrounding places.

Through Board funded projects, Parks Victoria and GLaWAC have created a Cultural Interpretation plan that talks about the priorities for the Gunaikurnai community at the reserve. This includes building cultural trails, yarning circles and gathering areas for the community, and a re-design of the visitor centre that includes a cultural experience and education for visitors. Work has started on several of the projects like the cultural trails. The larger scale projects will need more work between the JM partners to keep progressing.

Knob Reserve Case Study

The Knob Reserve is on Brayakaulung Country just out of the town of Stratford and on the banks of the Deodarene (Aster River). It has been a gathering place for clans to meet, feast,



Buchan Munji – Krauatungalung Country

Buchan Caves are traditionally an important meeting place for our people. The area was a place of refuge during the seasonal migrations to and from the mountains, where our mob would go to chase the Bogong Moth and other food sources.

hold ceremonies and exchange information. Even after European settlement, when community were forced onto missions, people met in secret (and fear) at the Knob Reserve to see family that were otherwise separated. To this day, the largest community-only gathering of Gunaikurnai clans happens each year during NAIDOC week.

In more recent times, the reserve has also become an important recreation place for the broader community, including picnicking, walking and events.

In honour of this history, the main theme of the JMP is about preserving and protecting the cultural heritage of the reserve. This means managing the use of the reserve to activities that keep impact to a minimum.

The reserve has been a Crown Lands Reserve for over a century. Importantly, management was “handed back” to Gunaikurnai, with GLaWAC being appointed as the Committee of Management. The TOLMB staff are part of this committee, and the Board has funded many projects to research, record and protect the cultural heritage at the reserve. There is currently a Master Plan process underway to write the long term management arrangements for the reserve, taking into account the aspirations of all reserve users.

The Knob Reserve – Brayakaulung Country

The Knob was traditionally a gathering place for the five clans of the Gunaikurnai.



Bung Yarnda Camping and Access Strategy Case Study

Bung Yarnda (Lake Tyers) is on Krauatungalung Country and is an important meeting place for Gunaikurnai throughout the area. It was a neutral place, abundant in food and materials. People camped and fished in the area, and passed through as they travelled around Country. Gunaikurnai continued to meet here after they were forced into missions and to this day it remains an important cultural place. While the park has clear boundaries, this area is a clear example where the meaning and value of a place can't be divorced from its surrounding areas.

The Board funded the Camping and Access Strategy, which was written in partnership between GLaWAC and Parks Victoria. It is a multi-award winning project that included extensive engagement with Gunaikurnai and the broader community. There a several outcomes designed to preserve the heritage of the site, including relocating camping and other activities in the park away from sites of cultural significance. The process formed the blue-print for similar work elsewhere in Gunaikurnai country.



Working with community on Country protects places of cultural significance and improves our parks for all visitors.



Board Member Position Description

About GKTOLMB

With around 300,000 Ha of Joint Management Country, the Gunaikurnai Traditional Owner Land Management Board (the GKTOLMB) believes Joint Management is a pathway to Gunaikurnai self-determination. As a Victorian Government Public Sector Entity, the Board guides strategic direction for Joint Management Plans over the JM parks and reserves, to monitor and evaluate the effectiveness of the plans, and to foster economic and employment opportunities for Gunaikurnai people.

Gunaikurnai leading the care of their Country everyday

GKTOLMB Vision – 2021-2026

Position Summary and Responsibilities

Collectively the Board plays a critical role in governing the Joint Management Partnership. They are responsible for the health of the organisation and ensuring diligent oversight of the business performance and compliance performance. We are currently seeking Board members with knowledge in land management, Cultural Heritage and community engagement to join our team. A term is for three years with the option of standing for re-appointment, with the responsibility to attend meetings and a possible appointment to a committee and/or project team/working group. **The Board breaks Governance responsibilities down to three broad areas** – Fiduciary Responsibilities, Community Accountability and progress to Self-determination.

Attributes and Skills

It is incumbent for Board members to:

- Be committed to Gunaikurnai self-determination.
- Understand the key legislative, financial, employment, governance and risk management requirements that the Board is required to comply with.
- Maintain confidentiality on all Board matters at the Board's discretion.
- Demonstrated problem solving, decision making, negotiation, and consultation and conflict resolution skills. Able to make sound decisions based on consideration of the facts and alternatives.
- Able to work as a team member and be in good standing with the Gunaikurnai community.

Selection Criteria

- **JM Understanding** – Demonstrate an understanding of the GKTOLMB's purpose, vision, goals and operations for positive participation and effective strategy and policy making.

- **Community Involvement** – utilise your community interests and involvements to build the Board’s capacity to relate to the needs of the community.
- **Functional Leadership** – experience with community groups, committees of management, or Boards including financial; management and accountability; governance; risk management; funding and general business management.
- **Leadership Experience** – Skills and/or experience in functional leadership, strategic development, research, policy, and innovation that are relevant in supporting the work of Joint Management.
- **Organizational Impact** – Board members understand self-determination and government policy, and have the capacity to add value to policy development and gain further financial support.

Conditions of Appointment

- Members must be endorsed by GLaWAC and appointed by the Minister for Environment.
- Successful applicants will undergo the usual checks as required by DEECA policy.
- Sitting fees and out of pocket expenses are paid in line with government rates for Board members.





GUNAIKURNAI

Traditional Owner Land Management Board

www.gktolmb.org.au