

Cultural Landscapes Program Manager

Position Description



Reporting Snr Manager Strategic Delivery	Location Kalimna	Hours Fulltime	Contract 2 Years	Reports Yes	Job Level Manager
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GLaWAC encourages people of Aboriginal or Torres Strait Islander heritage to apply for this position

Role Purpose

The Cultural Landscapes Program Manager integrates Gunaikurnai knowledge with Western science to support culturally grounded landscape management, connecting cultural obligations, ecological systems, Elders' knowledge, and on-Country practice.

Key responsibilities include implementing the Cultural Landscapes Framework, assessing landscapes for cultural values and healing practices, and overseeing the program as a sub-strategy of the Whole of Country Plan.

Core functions cover landscape typologies, cultural heritage analysis, community knowledge archiving, monitoring, biodiversity restoration, and cultural fire, while safeguarding Traditional Knowledge and intellectual property.

The role will also prepare for, and potentially lead, the VicGrid Biocultural Values Mapping Program, coordinating assessments, GIS mapping, and ensuring Traditional Owner values inform energy and transmission planning.

Working with Elders, RAP, partners, and stakeholders, the Program Manager ensures cultural authority guides all land use decisions, strengthens organisational capability, supports self-determination, and embeds cultural landscapes in the stewardship of Gunaikurnai Country.

The Role



Identify, scope and establish governance, planning, management, and partnership arrangements for cultural landscape pilots.



Report against shared objectives and priorities of the (Mob) Country Plan and relevant strategies. Evidence of outcomes or activities which illustrate any project achievements.



Support collective and common policy and program initiatives across the DEECA Forest Fire and Regions portfolio, the (Mob) Country Plan and its strategies.



Develop two-ways capacity to apply on-Country knowledge and conservation practices, ensuring cultural landscape objectives are reflected in legislation, policy, and planning across (Mob) Country, while recording key obstacles and learnings.



Develop and implement Land management plans, cultural management plans and cultural landscapes management plans that respond to cultural and conservation objectives.



Ensure departmental and group business management requirements are met in line with legislative, policy, and procedural standards, while supporting the implementation of the Statewide Cultural Landscapes Strategy and contributing to the GLaWAC Strategy.

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Essential Skills/Experience

- Degree or equivalent experience in a relevant field such as Indigenous/First Nations Studies, Anthropology, Environmental Science, Ecology, Cultural Heritage Management, Natural Resource Management, Geography, or related discipline.
- Excellent communication skills
- Leadership experience
- Interpersonal skills to effectively engage with community and stakeholders
- Demonstrated capacity to plan, coordinate, organise and deliver work in a self-motivated manner
- Ability to give directions and work in a safe manner at all times
- Cultural knowledge gained through lived experience, community leadership, Elder-guided learning, or cultural authority will be recognised as valuable and may be considered in place of formal qualifications.

Desirable Skills/Experience

- Strong knowledge of land management and ability to implement land, cultural, and cultural landscapes management plans.
- Support Traditional Owners' aspirations and cultural governance in land, water, and landscape management.
- Knowledge of Gunaikurnai culture, values, and customs, with experience engaging community and stakeholders.
- Understanding of gaps in Victorian Traditional Owner rights to self-determination.
- Experience working effectively with Aboriginal people, communicating with cultural safety.
- Ability to build relationships, consult with stakeholders, and influence outcomes across government and community.
- Experience in policy, program, and project management, with strong organisational skills.
- Support protection, maintenance, and development of Traditional Knowledge, cultural intellectual property (ICIP), and GIS/mapping initiatives.

Other Requirements

- Remote Field Work / working in isolation.
- Commitment to complete mandatory training.
- Hold a current Victorian Manual Driver's Licence.
- Hold all current vaccinations where required.
- Mandatory random Drug and Alcohol Testing (Policy Agreement).
- Pre-employment Fitness Testing
- Working With Children Check and Police Check
- Other duties as required.

Core Leadership Capabilities

1. Cohesive - have each other's backs
2. Cultural - have the REAL conversations
3. Courageous - Be respectful and safe
4. Persistent - Be committed to the purpose and lead by example