



Chief Executive Officer (CEO)

Darumbal Enterprises Pty Ltd
Rockhampton, Rockhampton & Environs
Executive Position
Full time

Salary – to be discussed with the successful applicant. However, the annual salary would be in the vicinity of \$160,000, with added benefits.

This is a newly created position due to the growth of the Darumbal Group both in commercial contracting opportunities and Cultural Heritage related work since its native title determination in 2016, and a number of Indigenous Land Use Agreements (ILUA).

About the Role

Reporting to the Board of Directors, the CEO is responsible for implementing the Boards policies, decisions, and directions for the overall management of the Corporation's operations and for supporting and promoting strategic development and growth. A key requirement will be updating the Darumbal strategic plan and implementation of a new expanded organisational structure. The incumbent will provide leadership and direction for senior management in administering the Corporation's resources and also liaise with relevant State and Federal government departments and other stakeholders with regard to all relevant matters.

The CEO will give direction in sourcing and applying for funding from relevant government departments and the private sector. In addition, the CEO will lead the negotiations for ILUA's and other agreements with Darumbal as the Registered Native Title Body Corporate.

As well as the above core activities the incumbent shall build on the existing social, economic, and environmental capacity of the Darumbal Native Title area to plan and create a sustainable future for the wellbeing of the Darumbal community.

About the Organisation

Darumbal People Aboriginal Corporation RNTBC (DPAC) is a non-profit organisation that acts on behalf of Darumbal people. The corporation promotes Darumbal culture, language, and customs. The Corporation advocates for traditional land management and are the traditional custodians of Darumbal country. DPAC primary function is as Trustee of the Native Title lands. There is a Charitable Trust which addresses issues relating to the social and economic disadvantages that are confronted by Darumbal people. There is also an administrative and operational arm – Darumbal Enterprises Pty Ltd

Minimum Requirements of the Role

- Tertiary qualifications in Commerce or related a relevant business related discipline and/or relevant 5 years work experience in this field.

Skills, Knowledge, and Ability.

- Demonstrated experience working within a cross-cultural environment.
- Demonstrated well-developed interpersonal skills with the ability to communicate effectively with people, particularly with an Aboriginal and Torres Strait Islander heritage.
- Demonstrated ability to function in a multi-disciplinary team and ability to function independently.
- Demonstrated knowledge and understanding of quality improvement processes.
- Demonstrated knowledge and skills in contemporary Human Resource Management practices including Workplace Health and Safety, Equal Employment Opportunity, and Anti-Discrimination

Practical Requirements.

- Current C Class Drivers Licence (QLD) – essential.
- Current Queensland Blue Card (Working with Children and young people) or willingness to apply on successful appointment.
- Current Queensland White Card (Construction industry) or willingness to apply on successful appointment.
- Satisfactory Police Check.

Selection Criteria

- Demonstrated knowledge and understanding of Aboriginal and Torres Strait Islander cultures, and an ability to communicate sensitively and effectively with people.
- Demonstrate your personal track record and your professional expertise in driving business opportunities business performance, and steering a company clear of troubles in difficult markets.
- Demonstrate ways that you introduced innovative techniques to improve profit, and generate additional revenue, while explaining previous achievements in terms of the growth of the organization as well as revenue generation and profits.
- Explain how your personal qualities and traits have assisted in the development and retention of both internal and external stakeholders aimed at promoting a Company's specific culture or values.
- Demonstrate your experience in business management and/or a related field combined with executive leadership skills in human, financial and physical resource management; program planning; and accreditation standards.
- Demonstrate your experience in negotiations with stakeholders to the benefit of your employer.
- Provide examples of high level consultative, interpersonal, communication and negotiation skills, including the ability to work with a range of high profile internal and external stakeholders.

To Apply

All applications are to comprise a current resume and a covering letter outlining responses to each of the above stated Minimum Requirements of the Role, Skills, Knowledge, and Ability, Practical Requirements AND Selection Criteria. Applications that do not address the above criteria will not be considered.

All applications and other related documents are to be submitted to Mr John Lamb at john@lambwrc.com.au by 5:00 p.m. (AEST) on 13th May 2024.