



Position Description – NLN First Nations Landcare Liaison

1. Position Details

Position Title	First Nations Landcare Liaisons – 2 positions
Specifications	*These positions are Fixed Term roles until February 2027, with possible extension contingent upon continued funding
Salary	\$108-118,000 FTE depending on experience
Location	(Negotiable)
Status	Part Time, Fixed Term (neg between 24-32 hours per week)
Reports to	CEO

2. Position Overview:

The First Nations Landcare Liaison Officers plays a pivotal role in the Strengthen Landcare - Deliver Nature Repair Program, contributing to the Program's goal of empowering volunteers for environmental stewardship and fostering sustainable Landcare communities. These roles focus on developing and implementing the First Nations Landcare Two-Way Initiative, including engaging with First Nations communities, facilitating cross-cultural collaboration in on-ground Landcare projects and activities and building awareness and understanding of First Nations land management practices within the grassroots Landcare community.

This role will work closely with the Landcare First Nations Working Group, reporting to CEO of National Landcare Network. This is an identified First Nations position.

3. Key Responsibilities:

Engagement with First Nations Leadership for the National Landcare Network:

- Establish and nurture relationships with First Nations leaders, particularly the First Nations Landcare Working group.

Program Development:

- Support the NLN across jurisdictions with the development of Landcare Reconciliation



Action Plans (RAP) and ensure the Plans are inclusive and consultative.

- Consult and work with STLO's to map current engagement with Traditional Owners and collect existing information.
- Develop and implement the First Nations Landcare Two-Way Initiative that aligns with the goals of the ILSC Program.
- Collaborate with supporting partners, including NRM Regions Australia and First Nations organisations, to create a First Nations Landcare NRM Co-design Guide and Engagement Toolkit.

Cross-Cultural Collaboration and Knowledge Sharing:

- Work with STLO's to facilitate knowledge sharing between First Nations communities and organisations and Landcarers, ensuring respectful and accurate representation of First Nations Knowledge.
- Promote cross-cultural collaboration and a deeper understanding of cultural land management practices.
- Organise cultural exchange programs, meetings and knowledge-sharing sessions with Land carers to build mutual understanding and trust.
- Facilitate cross-cultural involvement in Landcare projects and activities, ensuring that First Nations knowledge and practices are respected and integrated.
- Work closely with National Landcare Networks members
- Ensure feedback from participants and communities is received and reviewed to increase engagement and success of the program.

Capacity Building:

- Promote skills-based professional development opportunities for Landcare facilitators, coordinators and volunteers in community engagement and cross-cultural collaboration.
- Leverage existing mechanisms for delivery, such as webinars and training series, to enhance on-ground NRM capability.
- Work with the NLN Communications Manager to showcase success stories and case studies of cultural exchange and collaboration.
- Working closely with the Communications Manager collaborate with program stakeholders to raise awareness of First Nations Landcare initiatives through various communication channels, including social media, webinars and community events.



4. Qualifications/Experience:

- Strong knowledge and understanding of First Nations cultures, practices and land management traditions.
- Excellent interpersonal and communication skills, with the ability to bridge cultural gaps and build trust.
- Experience in community engagement and collaboration, preferably in the context of environmental stewardship.
- Knowledge of natural resource management (NRM) principles and practices is a plus.
- Ability to work independently and as part of a multidisciplinary team.
- Commitment to fostering sustainability, environmental stewardship, and community empowerment.

5. What Success Looks Like in This Role – First Nations Landcare Liason (NLN):

- Strong, respectful relationships established with First Nations leaders and the First Nations Landcare Working Group, built on trust and cultural safety.
- A co-designed First Nations Landcare Two-Way Initiative is developed and implemented, with clear outcomes aligned to the Strengthen Landcare – Deliver Nature Repair Program.
- A practical First Nations Landcare NRM Co-design Guide and Engagement Toolkit is created in collaboration with partners and adopted by Landcare networks.
- The National Landcare Network (including the State and Territory members) has progressed a NLN Reconciliation Action Plan (RAP) is supported, and key actions are delivered on time, or equivalent gains are made towards working effectively with Aboriginal and Torres Strait Islander people.
- Regular cultural exchange activities and knowledge-sharing sessions are organised, fostering mutual understanding between Landcarers and First Nations communities.
- First Nations knowledge and practices are visibly integrated into Landcare projects and activities across multiple regions.
- Professional development opportunities in cultural engagement and collaboration are delivered to Landcare facilitators, coordinators, and volunteers.
- Success stories and case studies of First Nations collaboration are documented and promoted through NLN communication channels.
- Advocacy efforts raise awareness of the importance of First Nations engagement in land and water management at national and regional levels.
- All engagement activities uphold cultural protocols, consent processes, and respect for



Indigenous Cultural and Intellectual Property (ICIP)

6. Our Values and Behaviours

Representative - Promoting the views and needs of the grassroots Landcare movement and its core philosophies of local decision making, community volunteerism and community benefits (ground up).

- Actively listens to and reflects the voices of grassroots Landcare communities in decision-making.
- Advocates for local knowledge and community-led solutions in national forums.
- Ensures that programs and policies are grounded in the needs and aspirations of volunteers and local groups.

Consultative - The views we represent are developed through consultation with our members.

- Seeks input from members and stakeholders before making decisions that affect them.
- Facilitates inclusive and transparent consultation processes.
- Communicates how feedback has influenced outcomes.

Non-Party Political - The diverse perspectives of Landcare communities inform the movement's bi-partisan approach and are not specific to any political party.

- Maintains neutrality in political discourse while advocating for community and environmental outcomes.
- Engages respectfully with all political stakeholders.
- Ensures messaging and advocacy are grounded in shared values, not party positions.

Knowledge-Based - We build, share, and apply evidence-based knowledge – traditional and new.

- Uses data, research, and lived experience to inform decisions and recommendations.
- Shares knowledge openly across the network to build collective capability.
- Seeks out and applies both traditional and innovative practices.

Networked & Collaborative - Connecting people with people and with the landscape, bonding within networks and bridging across them.

- Builds and nurtures relationships across the Landcare network and beyond.
- Encourages collaboration over competition.
- Connects individuals and groups to amplify impact and share resources.

Inclusive - We are inclusive of all persons and groups with similar aims and objectives as ours.

- Welcomes diverse perspectives and backgrounds into the Landcare movement.
- Proactively removes barriers to participation.
- Creates safe and respectful spaces for dialogue and collaboration.



Focused on Making a Difference - Producing real outcomes for the environment, for our Landcare communities, for the broader Australian community, for our partners and for government.

- Sets clear goals and measures progress toward meaningful outcomes.
- Prioritises actions that deliver tangible environmental and community benefits.
- Celebrates and shares stories of impact to inspire others.

Traditional Custodianship - We acknowledge the traditional custodians of all the lands and waters on which we live, work, and manage. We recognise their deep connections, physical, and cultural to those lands and waters, and commit to learning, sharing and applying knowledge and practices of traditional custodianship in all we do and advocate for.

- Acknowledges and respects the cultural and spiritual connection of First Nations peoples to Country.
- Seeks opportunities to learn from and collaborate with Traditional Custodians.
- Embeds cultural awareness and respect into everyday practice.

How To Apply:

Please submit a cover letter (maximum 2 pages) addressing the key responsibilities of the position and CV by email to michelle.young@nln.org.au no later than **Monday 10 November at 11pm**. For further information or queries get in touch with Michelle Young at 0437 256 513 or by email at michelle.young@nln.org.au.

About the National Landcare Network

The National Landcare Network is the peak representative body for community Landcare groups across Australia. The National Landcare Network gives a voice for Community Landcare across the country with over 2000 active State and Territory Landcare Organisation members representing 6000 plus individual Landcare groups and over 160000 Landcarers across Australia. We represent community Landcare across the country and seeks to foster, support and strengthen the knowledge, resources and capabilities of the Landcare movement and the thousands of volunteers who are at its heart. Learn more about us and our work at www.nln.org.au/.