



Sea Country Indigenous Protected Area (SCIPA) Coordinator

KARAJARRI TRADITIONAL LANDS ASSOCIATION (KTLA)

LEAD THE FUTURE OF KARAJARRI SEA COUNTRY

The Karajarri Traditional Lands Association (KTLA) is the Prescribed Body Corporate representing the Karajarri People of the southern Kimberley in Western Australia.

KTLA works with Traditional Owners to protect, manage and strengthen Karajarri Country, culture and community through ranger programs, Indigenous Protected Areas, cultural heritage management and sustainable economic development.

This is an exciting opportunity to join a progressive Aboriginal organisation and play a leading role in delivering one of Australia's significant Indigenous Sea Country programs. Working alongside Karajarri Traditional Owners, Elders, a professional leadership team and Rangers, you will help shape the future management of an extraordinary marine environment whilst supporting cultural knowledge, conservation outcomes and long-term community capacity.

WHY JOIN KTLA?

This is more than a job—it is an opportunity to:

- ✓ Work alongside Karajarri Traditional Owners to protect globally significant Sea Country.
- ✓ Lead a highly respected Indigenous Protected Area program.
- ✓ Influence long-term conservation, cultural and community outcomes.
- ✓ Mentor and develop the next generation of Indigenous Rangers.
- ✓ Be part of a supportive organisation committed to Indigenous leadership and Healthy Country outcomes.

WHAT KTLA OFFERS

- Opportunity to influence one of Australia's leading Indigenous Sea Country programs
- Competitive salary package
- Five weeks annual leave (Annual and Remote Leave)
- Professional development opportunities
- Supportive leadership team
- Live and work in Bidyadanga and Broome on the spectacular Kimberley coast, offering a unique opportunity to work across one of Australia's largest and most culturally significant Indigenous Sea Country estates.
- Relocation assistance (if relocating from outside the Kimberley region)
- Salary packaging benefits (if applicable)



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ABOUT THE ROLE

This newly established senior leadership position will shape and lead the future direction of KTLA's Sea Country Indigenous Protected Area Program whilst building the capability of Karajarri Rangers and supporting Traditional Owners to care for Sea Country for future generations.

The SCIPA Coordinator will lead KTLA's Sea Country Indigenous Protected Area Program, ensuring it reflects Karajarri Lore and Culture, Traditional Owner priorities, the Healthy Country Plan and KTLA's organisational objectives.

Please note:

Whilst the role includes regular time on Country, this is primarily a strategic leadership and management position responsible for leading people, developing organisational capability, managing partnerships and ensuring the long-term success of KTLA's Sea Country Program.

KEY RESPONSIBILITIES

1. Managing the Sea Country Program including staff, budgets, resources, compliance, reporting and continuous improvement.
2. Working closely with Karajarri Traditional Owners to ensure cultural authority guides all planning and decision making.
3. Developing and maintaining marine policies, Standard Operating Procedures, risk management, asset management and marine safety management systems.
4. Building strong partnerships with government, research organisations, industry and neighbouring Traditional Owner groups.
5. Preparing funding submissions, reports, business cases and advice to support KTLA's Sea Country Program.
6. Building Ranger capability and strengthening the Sea Country Program.
7. Supporting Traditional Owner access to Sea Country and ensuring cultural knowledge informs planning, monitoring and decision making.
8. Providing high-level advice to the CEO, Land & Sea Manager and the Board on strategic opportunities, program performance and emerging risks.



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ABOUT YOU

You are an experienced and authentic leader who combines strong strategic thinking with practical experience managing complex marine, environmental or Indigenous land and sea management programs.

You will bring:

- Extensive leadership experience managing multidisciplinary teams and large operational programs.
- Demonstrated experience working respectfully with Aboriginal communities and Traditional Owners.
- Strong knowledge of marine conservation, vessel operations, Indigenous Sea Country management and coastal natural resource management.
- Experience managing government-funded programs, budgets, contracts and reporting requirements.
- Excellent stakeholder engagement and partnership development skills.
- High-level communication, report writing and organisational skills.
- The ability to balance cultural, operational, environmental and organisational priorities in a complex environment.

Relevant tertiary qualifications in Marine Science, Environmental Science, Fisheries, Natural Resource Management or a related discipline are highly desirable, although equivalent senior experience will also be considered. Commercial marine qualifications and experience are advantageous.

TO APPLY

KTLA is committed to creating a culturally safe, respectful and inclusive workplace. Aboriginal and Torres Strait Islander people are strongly encouraged to apply.

Applications must include:

1. A current resume.
2. A cover letter (maximum three pages) addressing the Key Selection Criteria below.



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KEY SELECTION CRITERIA

Please provide examples demonstrating your experience in the following areas:

1. **STRATEGIC LEADERSHIP**

Describe your experience leading a significant marine, environmental, conservation or Indigenous land and sea management program. What were the outcomes?

2. **WORKING WITH TRADITIONAL OWNERS**

Provide an example of how you have successfully worked with Aboriginal communities or Traditional Owners to achieve culturally appropriate environmental or land and sea management outcomes.

3. **PEOPLE LEADERSHIP**

Describe your experience leading, mentoring and developing professional or operational staff, including performance management and capability development.

4. **PROGRAM & FINANCIAL MANAGEMENT**

Provide an example demonstrating your experience managing budgets, work programs, government funding agreements, reporting and organisational compliance.

5. **MARINE OPERATIONS, COMPLIANCE & PARTNERSHIPS**

Describe your experience managing marine operations, vessel compliance, partnerships and operational risk. How have you built productive relationships with Traditional Owners, government agencies or other stakeholders?

EMPLOYMENT CONDITIONS

- Current manual driver's licence
- Ability to obtain National Police Clearance
- Ability to obtain Working With Children Check
- Ability to undertake remote travel
- Ability to obtain relevant marine qualifications where required



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For more information about KTLA refer to our website at: www.ktla.org.au

For a confidential discussion, contact Mr Sam Younis, Land & Sea Manager at:

E: klsm@ktla.org.au

P: 08 9192 8430

M: do you want to include your number?

Applications close at 4pm on Friday xxxxxx