



Role Description

Role Title: Program Manager, Water for Nature

Our Organisation

Nature Foundation SA is a South Australian conservation charity passionate about its mission to work with and inspire others to Save, Protect and Restore land with exceptional biodiversity value, threatened species and sites of natural, cultural and geological significance. Established in 1981 by visionary members of the community, Nature Foundation SA has helped protect more than 10,000 square kilometres of the state, both terrestrial and wetland, and is now the largest non-government conservation land manager in South Australia and third largest in Australia.

Nature Foundation SA is a science-based organisation supported and advanced by a dedicated group of members, volunteers, staff and benefactors. It highly values working in partnership with local communities, community organisations, business and the three levels of government.

In 2008 NFA established the Water for Nature Program during a period of prolonged drought. WFN has delivered water to large and small River Murray wetland and floodplain sites that may not receive water from other water holders. Water for Nature aims to sustain wetland environments that lie between iconic wetland sites, maintaining the health of the system as a whole from the border to the sea.

About the Water for Nature Program

- A community-up, partnering and innovation philosophy.
- Currently focused on the River Murray.
- Based on a partnership with the Commonwealth Environmental Water Holder, and with local landholders, volunteers and community organisations.
- In 2015-16, deploying 3,000 megalitres to nearly 30 sites in the River Murray floodplain from the border to the sea.
- Science and monitoring underpin the planning, the watering and assessment of results
- Recognition by Water for Nature of community volunteers and landowners continues to grow strong community loyalty to the program
- Capable project management and Nature Foundation SA-funded monitoring has demonstrated significant benefits and established strong credibility with all stakeholders. Nature Foundation SA is seeking to grow the program in the River Murray and to extend the model to other parts of South Australia and interstate.

About the Role

The Program Manager is responsible for the growth and success of the Water for Nature Program delivered with and for the local community, business and Commonwealth, State and Local governments. The Program is made possible as a result of an agreement with the Commonwealth Environmental Water Holder for up to 50 gigalitres of water over 5 years, and additional funding from the Nature Foundation SA, donors and philanthropic organisations.

Key Role Outcomes

- A science-based Water for Nature Program, aligned with State and Basin Environmental Watering Plans, with growing community and business involvement, achieving environmental results and increasing volume delivered and area watered.
- A Program model capable of leadership and extension into other South Australian wetland regions and interstate
- Positive strategic partnerships with and coordination between stakeholders including community, industry, government agency, aboriginal, non-government, education and volunteer groups which are growing in strength, coordination and effectiveness.
- A Water for Nature Plan which is implemented, reported on and periodically reviewed.
- A program well known and highly regarded by community, business and governments
- A program with sustainable funding sources.
- Positively led staff who are empowered and motivated, and have sufficient capacity to meet performance goals that are aligned to plans and expected delivery outcomes.
- Diminished risk and improved performance in employee and volunteer safety management within the Program and the organisation
- Annual plans are implemented in line with governance standards, budget, outputs and timelines and their objectives achieved.

Key Relationships

- Reports to the Chief Executive Officer
- Accountable for Water for Nature staff, volunteers and contractors
- Supporting the Council of Nature Foundation through its Water for Nature Committee
- Community groups, landholders, business and Local Action Planning Groups and irrigation trusts
- Traditional Owners
- State, Local and Commonwealth government agencies and scientific bodies, including DEWNR, Commonwealth Environmental Water Holder, CSIRO, SARDI, and MDBA.

Special Conditions

- The role is initially for 18 months, with extension of the role subject to funding. The position may be full time or part time.
- This position will be located in Murray Bridge or Berri.
- A current driver's licence and ability to drive a 4WD is essential.
- Some out of hours work, intra and interstate travel involving overnight absences from home or out of normal office hours may be required as part of the role.
- All staff are encouraged to wear the appropriate uniform in any public setting and will represent the organisation in a professional manner.
- Nature Foundation SA is a non-smoking work environment.

Core Competencies	Elements	Behavioural Indicators
Shapes Strategic Thinking and Change	Motivating Others	Empowers staff to take initiative and to provide suggestions for ways of doing work more effectively or efficiently. Provides clear direction to staff consistent with WFN Strategic Plan 2016-2020 and the values of the organization.
	Thinking and Acting Strategically	Alerts Executive and senior managers to opportunities and risks.
Achieves Results	Delivering Effective Outcomes	Sets priorities for self and clear expectations and priorities for others and manages workflow in order to achieve outcomes on time. Uses performance data – reports and measures – to monitor, encourage and develop the team to deliver outcomes.
	Assuming Accountability	Takes responsibility for own actions and is comfortable being held accountable for the delivery of their team’s business plan.
	Making Decisions	Seeks out and takes into account information from a range of sources, including factual data and opinion of others.
Drives Business Excellence	Promoting Customer Service	Works constructively with a diverse range of people to deliver high quality and customer-responsive services. Involves customers, partners and stakeholders in planning for effective service delivery.
Forges Relationships and Engages Others	Influencing and Negotiating	Understands wider organizational and stakeholder objectives and integrates these into recommendations to gain greater buy-in and commitment from others. Builds credibility with partners, stakeholders and customers by demonstrating reliability and respect and uses this credibility to negotiate improving outcomes.
	Uses Political Savvy	Gains understanding of and effectively navigates through the external operating environment to achieve organisational and program goals. Identifies supporters and barriers to achieving outcomes and proactively manages these.
	Establishing and Maintaining Networks	Forms and grows productive relationships with key stakeholder, partners and customers.
Exemplifies Personal Drive and Professionalism	Displaying Flexibility	Engages positively with ambiguous situations and demonstrates flexibility in thinking. Balances competing demands in a calm manner.

Technical, Professional/knowledge and Experience (including qualifications)

Qualifications

- Tertiary qualification in science, natural resources management, environmental management, or similar is highly desirable.

Conceptual Thinking and Creativity

- Converts ideas into operational solutions and is able to provide solutions to business issues.
- Encourages and incorporates the thinking and ideas of others into recommendations as appropriate.

Analytical Thinking

- Assimilates and interprets large amounts of complex information from a number of sources, and is able to draw out themes and identify gaps.
- Quickly identifies the implications of information and makes strategic judgments based on this.

Technical Knowledge

- Maintains a general knowledge of Wetland and Floodplain Ecology and Environmental Water Management to guide, review and continuously improve the program.

Knowledge/Strategy

- Has in depth current knowledge and grasp of project management, including planning, risk management, procurement, implementing and reviewing projects, budget management, and project delivery and evaluation.
- Understands government policy, guidelines and legislation regarding natural resources management and biodiversity conservation.

Work, Health and Safety

Lead workplace safety procedures and programs:

- Proactively ensures all direct reports understand workplace health and safety requirements and responsibilities
- Leads and participates in health and safety discussions in the workplace
- Identifies hazards, assesses risks and implements procedures for controlling risks
- Implements procedures for dealing with incidents and emergency events
- Maintains appropriate workplace safety records
- Implements procedures for managing injured employees

Corporate Responsibilities

- Maintains a commitment to equal employment opportunity, diversity, ethical conduct, and record keeping within the obligations upon Nature Foundation SA.
- Actively leads and participates in the organisation's Performance Development and Review Program.
- Professionalism and sensitivity in all dealings within and beyond the organisation.

Approved By : _____ (Delegate)/...../....

Version Control

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