



Position Description

Business Development Manager – Dalki Garringa

Native Nursery

Directorate	Dalki Garringa Native Nursery
Reports to	Dalki Garringa Native Nursery Operations Manager
Location	Bogambilor (Horsham Office) with flexible working arrangements in our Melbourne office and from home
Classification	Full-time 2 Years Fixed Term with possible extension
Hours	(38 hours per week) 1.0 FTE
Remuneration	\$90,000 p.a., plus superannuation, commission and additional benefits (enquire for details)
Date position description approved	23.10.23

Organisation overview

The Barengi Gadjin Land Council Aboriginal Corporation (BGLC) represents Traditional Owners from the Wotjobaluk, Jaadwa, Jadawadjali, Wergaia and Jupagulk Nations (WJJWJ Peoples), who were recognised in a 2005 Native Title Consent Determination, the first in south-eastern Australia.

We are the Prescribed Body Corporate for the WJJWJ Peoples claim area, as outlined in the Commonwealth *Native Title Act 1993* (NTA 1993), giving us legal authority and obligations to work on behalf of the WJJWJ Traditional Owners.

BGLC is also a Registered Aboriginal Party, as appointed by the Victorian Aboriginal Heritage Council, under the Victorian *Aboriginal Heritage Act 2006* (AHA 2006).

In October 2022 BGLC, on behalf of the WJJWJ Peoples, entered into four Funding, Land and Natural Resource Agreements with the State of Victoria as part of an Expanded Settlement Package, recognising and giving effect to their Traditional Owner rights under the Victorian *Traditional Owner Settlement Act 2010* (TOSA 2010).



BGLC is therefore recognised both federally and by the State of Victoria as the only authorised body in the region with the legal and cultural authority to speak, and make decisions, on behalf of the WJJWJ Peoples to protect, manage and promote their cultural landscapes, values and heritage.

Caring for Country

We are part of our Country, and our Country is part of us. Bunjil the creator, made the land, waterholes, animals and plants and gave Wotjobaluk Peoples the responsibility to look after Country and culture and keep it healthy and strong. Country heals us to our dreaming stories, to our ancestors and spirits.

Position summary

The BGLC Business Development Manager – Dalki Garringa Native Nursery will principally focus on the Dalki Garringa Native Nursery, which provides wholesale native plants grown with Traditional Knowledge and is seeking to enhance and expand its operations.

The role will leverage current opportunities and collaborations to create profitable and sustainable product distribution channels, as well as identifying potential new opportunities to enhance the revenue generating capacity and self-sufficiency of Dalki Garringa Native Nursery into the future.

This will be accomplished by:

- Creating new distribution channels for product from the Dalki Garringa Native Nursery;
- Identifying priority projects that correspond with the business plan for product diversification and revenue generation; and,
- Creating an enabling environment that provides employment opportunities to Traditional Owners and supports TO local businesses.



Area & Performance Responsibilities

Business Growth and Strategy:

- Undertake business development activities and implement the sales strategies of Dalki Garringa Native Nursery, as well as Dalki Banyim Bush Foods and Dalki Garringa Café, including growth strategy, product and service range, marketing and customer/supplier management;
- Collaborate with Victorian Department of Jobs, Skills, Industry and Regions (DJSIR) to develop and adhere to an approved Project Plan per the *Yuma Yirramboi Strategy* and BGLC's '*Growing What is Good*' *Country Plan* (see Supporting Documentation);
- Identify and implement economic initiatives and projects as outlined in the Project Plan;
- Achieve outcomes which contribute to the economic health of Dalki Garringa Native Nursery, WJJWJ Peoples, their businesses and the Wimmera region more broadly;
- Enhance BGLC's capacity for job creation by exploring and establishing new revenue streams in its operations; and
- Travel as necessary to various sites of operation and for meetings (travel allowance will be provided in accordance with BGLC policy)

Reporting

- Maintain accurate records and collect data on the impact and outcomes of the program directly and from other arms of BGLC and partners; and
- Provide project plans, quarterly project status reports, and other contractual obligations to senior management, the BGLC Board and project partners.

Networking and Collaboration

- Attend and actively contribute to networking meetings, advocating for the business development interests of BGLC and the WJJWJ Peoples;
- Work in partnership with DJSIR to support the delivery of the *Yuma Yirramboi Strategy*;
- Collaborate with other BGLC teams and management to provide additional support to key deliverables; and
- Build strong partnerships with key stakeholders and other Traditional Owner Corporations in Victoria to foster regional collaboration and growth.



Other duties

- As directed and agreed for the specific activity or project.

Delegation

- As per the Delegation of Authority.

Key selection criteria

Qualifications

- Certificate IV or tertiary qualification in Business, Commerce, Marketing or related discipline is desirable.

Experience and attributes

- Demonstrated skills, knowledge, and experience relevant to project management and business development and ability to employ these traits effectively with initiative and self-guidance;
- Understanding of the WJJWJ Peoples' goals as articulated in the '*Growing What is Good*' Country Plan and how the role interacts with these goals, as well as the objectives of the *Yuma Yirramboi Strategy*;
- Ability to analyse the business and economic landscape to identify potential opportunities and risks for BGLC's Economic Development Division;
- Demonstrated experience in devising and adherence to project timelines and budgets;
- Ability to work in a dynamic, many-faceted environment and respond quickly to opportunities and challenges to achieve organisational goals;
- Strong record-keeping and reporting skills, including Microsoft Office Suite, and ability to present these records and reports as appropriate for funding and other requirements
- Exceptional interpersonal skills including stakeholder relationship management, communication and networking;
- Experience working with Aboriginal communities, preferably Traditional Owner groups/businesses;
- Firm understanding of horticulture, hospitality and tourism from a commercial perspective;
- Experience working with external partners, preferably including government agencies and community groups; and
- Willingness to travel extensively to relevant sites throughout the State and occasionally work outside of regular hours as required.



Occupational health and safety responsibilities

- In the context of OHS policies, procedures, training, and instruction, as detailed in the *Occupational Health and Safety Act 2004*, employees are responsible for ensuring they:
- Follow reasonable instructions;
- Cooperate with the employer and report safety breaches, participate in investigations, and implement corrective actions according to applicable procedures and policies; and
- At all times, take reasonable care for their own safety and the safety of others in the workplace.

Conditions of Employment

- Must have a full Victorian Drivers Licence (or be willing to obtain immediately using BGLC attainment program); and
- Ability to obtain positive National Police and Working with Children checks.

Supporting Documentation

'Growing What is Good' Country Plan [Click here](#)

Yuma Yirramboi Strategy [Click here](#)

Wotjobaluk Nations Traditional Owners, Aboriginal and Torres Strait Islander and other First Nations peoples are encouraged to apply. For those seeking support with their application, please speak to Benjamin at BGLC HR (Human Resources).

For further information or enquiries regarding this role, please contact Charee Smith at charee.smith@bglc.com.au or 0408 811 459.

Please address selection criteria & resume to

**Benjamin Trimble
Barengi Gadjin Land Council
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Horsham VIC 3400**

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