

Independent Aboriginal Delegate requirements

An exciting opportunity exists for an Independent Aboriginal Delegate (IAD, the Delegate) to be engaged by the Mallee Catchment Management Authority (CMA) as an independent contractor. The purpose of this engagement will be to provide an independent perspective to the Mallee CMA board and to actively participate in board meetings (without voting).

Mallee CMA board convenes nine times annually with meetings scheduled for the fourth Wednesday of the month (meetings typically last for three to four hours, including breaks).

Term and Compensation

The initial engagement term will be for 12 months, with an option to extend for a further 12 months.

Annual compensation of \$9,700 (plus superannuation) is exclusive of any reasonable out-of-pocket expenses incurred, such as travel, accommodation, meals and other incidental expenses associated with attending meetings.

About Mallee Catchment Management Authority

Our Vision

Healthy and resilient landscapes being cared for by connected communities.

Our Profile

The primary role of Mallee CMA is to facilitate integrated and ecologically sustainable management of natural, cultural, and productive landscapes occurring within the region. Programs and projects are developed to deliver against the region's priorities for these landscapes, as detailed in the Mallee Regional Catchment Strategy (RCS) and its associated sub-strategies and plans. The Mallee RCS is prepared under provision of the *Catchment and Land Protection Act 1994*, in partnership with regional stakeholders, as a framework for strategic action to support and focus the ongoing coordinated efforts of the region's land managers, government agencies and community groups.

Our Region

The Mallee CMA region covers 3.9 million hectares – about one fifth of Victoria. It is the largest catchment area in the state and runs along the Murray River from Nyah to the South Australian border, and south through vast dryland cropping areas and public reserves.

Mallee CMA investment planning and delivery are informed by the long-term (20 year) and medium-term (6-year) outcome targets established by the RCS for each of the following regional asset themes:

- Biodiversity
- Waterways
- Agricultural Land
- Culture and Heritage
- Community Capacity for Natural Resource Management.

The Mallee CMA also proudly supports Landcare in the Victorian Mallee.

Our values and behaviours

The Mallee CMA board, management, and employees agree to work by the Victorian Public Service Values (VPS) and Codes of Conduct, and our contractors are committed to the VPS Supplier Code of Conduct. We aim to be a workplace of first choice through the development of a positive can-do culture that strives for excellence.

Mallee CMA is committed to gender equality, diversity, and inclusion. For us, this means giving our people a real voice and sense of being valued for their difference of opinion, style and approach in order to achieve improvements in the way we do business.

Purpose

The Minister for Water appoints members to the boards of Victoria's nine Catchment Management Authorities under the Catchment and Land Protection Act 1994 (CaLP Act).

The Independent Aboriginal Delegate is not appointed to the board by the Minister. As a result, the Delegate does not have the same responsibilities as a Board Member under the CaLP Act, the Public Administration Act 2004, and other statutory provisions. Equally, the Delegate does not have a formal decision-making role on the board.

The Delegate provides an independent perspective and input to the board and to actively participates in board meetings without voting.

This engagement is open to persons of Aboriginal or Torres Strait Islander descent who are living in Victoria (exceptions are made where delegates reside close to Victorian state borders) and is a skills-based position (as is the case with Board Member roles).

The Delegate is not required to represent the Traditional Owner groups on whose Country Mallee CMA operates.

Scope of Engagement

The IAD appointment will:

- improve Mallee CMA board's decision-making by providing an independent perspective and input to the board on issues including environmental and water management
- build a pathway for future Aboriginal board members to support delegates to consider applying for a Ministerial-appointed board position
- increase awareness of board roles and opportunities to the Aboriginal community and provide practical experience to develop governance skills [relevant to public sector boards]
- encourage future applications for board member roles and align with the Victorian Government's commitment that government boards reflect the rich diversity of the Victorian community
- develop the relevant skills and experience including strategic planning, risk management, governance, and corporate operations to be a future candidate for a full directorship within the water sector
- be empowered to make contributions through participation at Board meetings (without voting)
- attend a minimum of 7 out of 9 scheduled Board meetings per year.

Though the Delegate is encouraged to contribute to all board discussions, as the Delegate is not a ministerial appointment, in line with the Corporations ACT 2001 (Cth), the Delegate does not have voting rights.

Based on their skills and experience (along with non-voting rights of the Delegate), there may at times be sensitive or commercial-in-confidence matters that members need to discuss at a directors-only in-camera session(s).

Key Selection Criteria

Experience, or interest in the areas of:

- Strategic planning
- Risk management
- Governance
- Financial management
- Land and water management.

Interpersonal skills

- Good verbal communication
- Willingness to provide guidance to the Board as it relates to cultural awareness, cultural safety, community engagement and the Mallee CMA's Reconciliation Action Plan.

Specific requirements

This engagement is open to persons of Aboriginal or Torres Strait Islander descent who are living in Victoria (exceptions are made where the Delegate resides close to Victorian state borders). The incumbent cannot be an employee of Mallee CMA.

The Delegate will be required to complete (or provide) a;

- Conflict of Interest Declaration
- Signed Confidentiality Agreement
- Police Check (not mandatory)
- Minimum of two references
- Commitment to the Victorian State Government Supplier Code of Conduct, and
- Register of Interests and Related Party Disclosures Declaration.

Selection Process

A sub-committee comprising of Board members will consider all applications. Sub-committee members may wish to talk to people expressing interest, and their nominated references while formulating recommendations about independent appointees for consideration by the full Board. The decision by the Board will be final and all participants in this process will be advised of outcomes.

Safety and Wellbeing

The Delegate must cooperate with Mallee CMA in complying with safety and wellbeing law, including obligations to prevent risk, injury or damage to persons and property.

Confidentiality and Privacy

The Delegate must not disclose or otherwise make available any confidential information to any other person. Confidential information available to the Delegate must be used only in ways that are consistent with the obligations of board members to act impartially, with integrity and in the public interest.

Where confidential information is provided to a board member/associate/delegate, care must be taken to ensure that the information is kept secure, and that numbers of copies are kept to the minimum necessary. If such information is to be disposed of by a board member/associate/delegate, it must be destroyed.

The collection and handling of applications and personal information will be consistent with the requirements of the *Privacy and Data Protection Act 2014*. The Delegate acknowledges that the Mallee CMA is bound by the Protective Data Security Standards.