

APPLICANT PACK

Chief Executive Officer

Larrakia Development Corporation



**Leading
Roles**

People ▶ Performance ▶ Partners

RECRUITING FOR:



**Larrakia
Development
Corporation**

CONTACT

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Leading Roles

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Message from the Chairperson



Dear Candidate

I am pleased to invite you to consider an outstanding opportunity to lead one of Australia's foremost Indigenous commercial organisations as the next Chief Executive Officer of the Larrakia Development Corporation (LDC). As Chairman of LDC, I am looking for a leader who will drive sustainable growth, create economic opportunities, and champion the aspirations of the Larrakia people.

LDC exists to build lasting wealth, prosperity, and self-determination for the Larrakia community. As trustee of the Larrakia Development Trust, we manage a broad portfolio of facilities management, property development, and asset investment initiatives. We are also spearheading a flagship project, the Larrakia Cultural Centre, which will serve as a vital economic and cultural asset for our people. This is a unique time for our organisation, and we need a CEO who will enhance our financial performance, expand business ventures, and ensure that our success translates into tangible benefits for the Larrakia people.

The LDC Board is seeking an experienced and commercially astute leader with a track record of delivering business growth, forging strong partnerships, and leading high-performing teams. The successful candidate will be a strategic thinker and a hands-on operator, comfortable engaging with government, corporate stakeholders, and Indigenous communities. You will be entrusted with driving profitability, strengthening operational efficiencies, and leading cultural transformation within our workforce.

We particularly welcome applications from Indigenous Australians who are passionate about economic empowerment and community-driven success. While experience in Indigenous business is highly valued, we are also open to leaders from a range of industries who bring commercial acumen, strategic vision, and a deep respect for Indigenous self-determination.

I look forward to welcoming a leader who will help shape the future of LDC and drive economic success for the Larrakia people.

Yours sincerely,

Mr Mark Motlop
Chairman



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We respectfully acknowledge the Traditional Owners, the Larrakia People as the custodians of the land and waters, on which we work, live and play. We pay respects to the broader First Nations community and to Elders, past, present and emerging and acknowledge their continuing culture and contribution to the life of the region.



The Role

The Larrakia Development Corporation (LDC) is seeking a visionary and commercially astute Chief Executive Officer (CEO) to lead the organisation through its next phase of growth and transformation. This role presents an outstanding opportunity for an executive with a strong track record in business development, strategic leadership and stakeholder engagement to drive sustainable commercial success while delivering meaningful outcomes for the Larrakia people.

LDC is one of Australia's leading commercial Aboriginal organisations, operating as the trustee of the Larrakia Development Trust. It provides employment and business opportunities for Larrakia people through entrepreneurial activities and strategic asset management. The organisation is focused on delivering commercial returns that fund community development, cultural initiatives and economic sustainability.

Reporting to the Board of Directors, the CEO will be responsible for driving the Corporation's business strategy, identifying and capitalising on new commercial opportunities, strengthening operational efficiency and ensuring financial sustainability.



Organisational Context

LDC's operations include:

- **Facilities Management & Trade-Based Services:** Delivering high-quality commercial and residential services, including labour hire, grounds maintenance, general repairs and heritage monitoring.
- **Property Development & Asset Management:** Managing and developing a portfolio of land and property assets to generate long-term revenue.
- **Larrakia Cultural Centre (LCC):** A flagship project currently under construction, envisioned as a hub for cultural preservation, education and economic empowerment.

The organisation employs approximately 50 staff and is undergoing a strategic shift to enhance profitability, improve service quality, and strengthen its commercial positioning. This is a pivotal time for LDC as it seeks a CEO capable of consolidating existing operations while expanding new revenue streams.

Key Responsibilities

The CEO will be responsible for:

Strategic & Business Development

- Developing and executing a long-term growth strategy that ensures LDC's commercial sustainability.
- Identifying and evaluating new business opportunities, partnerships and revenue streams.
- Overseeing the commercial development of LDC's land assets, including securing strategic approvals and partnerships.
- Ensuring the successful completion and operational launch of the Larrakia Cultural Centre.

Operational & Financial Leadership

- Strengthening financial management, ensuring profitability and reducing reliance on grant funding.
- Improving operational efficiency, workforce performance and service quality across all business areas.
- Driving a performance-and-quality focused culture that aligns with LDC's vision and values.
- Overseeing risk management, corporate governance and compliance with regulatory requirements.



Key Responsibilities cont.

Stakeholder Engagement & Advocacy

- Building and maintaining relationships with key stakeholders, including the Northern Territory Government, the Northern Land Council, industry partners and Larrakia organisations.
- Advocating for LDC's interests in negotiations with government and commercial partners.
- Enhancing LDC's brand and market reputation as a preferred provider of Indigenous commercial services.

Cultural & Community Leadership

- Strengthening engagement with the Larrakia community and ensuring alignment with community aspirations.
- Embedding cultural awareness and respect across LDC's operations.
- Ensuring that business success translates into tangible benefits for Larrakia people.

Key Challenges & Opportunities

The new CEO will be expected to address several strategic priorities:

- **Profitability & Commercial Growth:** The LDC's Board are focused on creating excellent profitability and returns for Larrakia people. They are seeking a CEO who will identify new revenue streams and improve the financial performance of existing business units.
- **Enhancing Service & Organisational Performance:** There is a strong opportunity to elevate service delivery standards, strengthen workforce accountability and foster a high-performance management culture. The CEO will lead initiatives that enhance service excellence, encourage professional development and create a more cohesive and engaged team.
- **Strategic Asset Utilisation:** LDC's land and property assets represent significant commercial opportunities. The CEO must work to unlock their value through strategic development initiatives.
- **Larrakia Cultural Centre:** The successful delivery and operation of this flagship project will be a key milestone for the CEO, requiring strong project oversight, commercial planning and stakeholder coordination.
- **People & Organisational Culture:** The CEO will be responsible for fostering a strong organisational culture that enhances teamwork, accountability and workforce engagement. This includes improving collaboration between office and field-based staff, ensuring all employees understand their contribution, feel valued and aligned with LDC's vision.
- **External Advocacy & Partnerships:** The CEO must enhance LDC's relationships with government, corporate partners and Indigenous business networks to drive growth and secure favourable agreements.



Ideal Candidate Profile

To be successful in this role, the CEO must demonstrate:

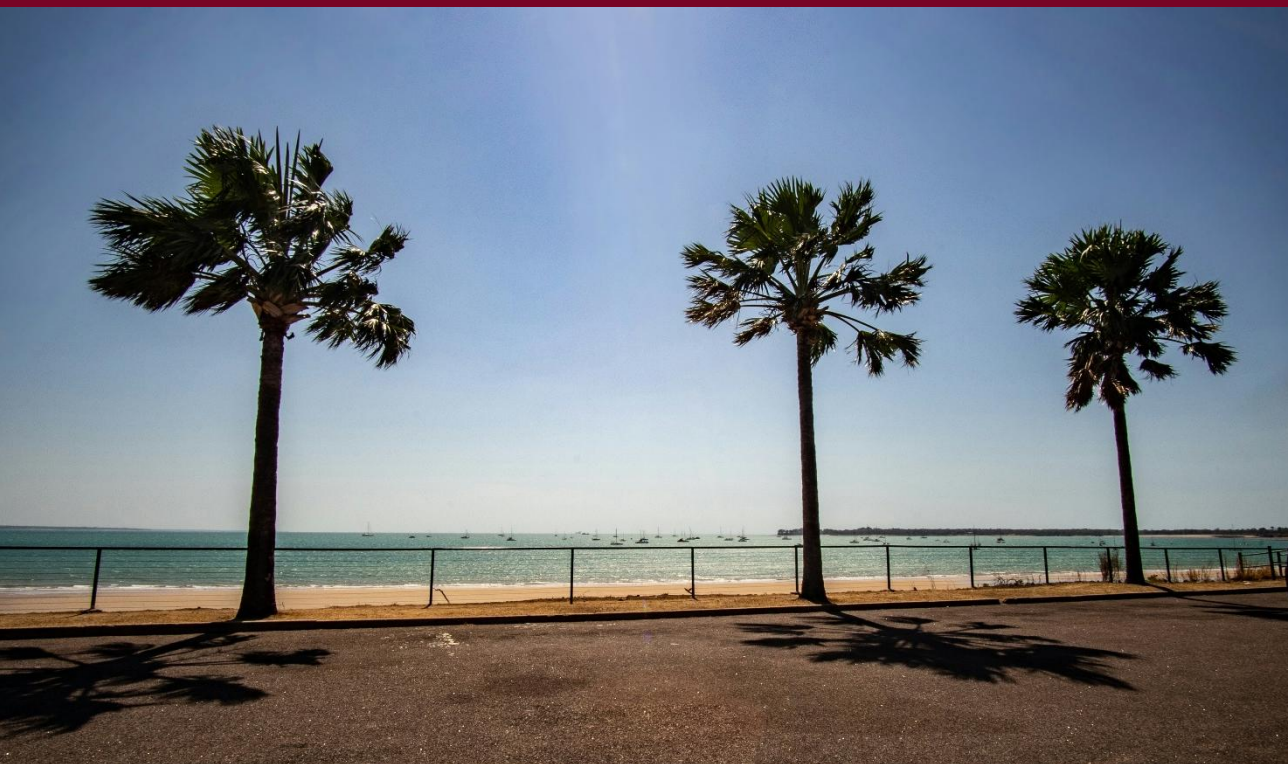
Essential Experience & Qualifications:

- Tertiary qualifications in Business, Finance, Law or a related field (MBA preferred).
- Proven experience at CEO or senior executive level in a commercially driven environment.
- Demonstrated expertise in business development, commercial operations and financial management.
- Strong leadership skills with a track record of driving organisational performance.
- Experience engaging with government, corporate stakeholders and Indigenous organisations.
- High-level negotiation, strategic planning and risk management capabilities.
- Proven ability to lead cultural transformation and build high-performing teams.

Desirable Attributes:

- AICD Company Directors' Course qualification.
- Experience in property development and asset management.
- Knowledge of Indigenous business and economic development.

Note: You must be an Australian Citizen or hold the appropriate visa to work in Australia to apply for this role. Leading Roles will undertake checks to confirm your right to work in Australia at the offer stage.



Key Attributes & Leadership Style

The Board is seeking a leader who is:

- **Commercially astute & results-driven:** Able to navigate complex business challenges, identify opportunities, and drive profitability.
- **Strategically focused & action-oriented:** Capable of turning strategy into clear, measurable actions.
- **Resilient & tenacious:** Able to push through obstacles and secure outcomes in challenging environments.
- **Empathetic & culturally aware:** Respectful of Larrakia values and committed to Indigenous economic empowerment.
- **Influential & credible:** A strong communicator who can build trust with stakeholders at all levels.
- **Hands-on & engaging:** Willing to be actively involved in all aspects of the business while fostering a collaborative and accountable workplace culture.



Employee Benefits

Joining Larrakia Development Corporation means becoming part of a purpose-driven organisation that is committed to creating economic opportunities for Larrakia people and fostering sustainable business growth. As a valued team member, you will contribute to meaningful projects that support Indigenous employment, cultural heritage and community development. You will be part of a collaborative and inclusive team that values respect, integrity and innovation. In return for your dedication, you will receive a competitive total remuneration package (TRP), negotiable based on your skills and experience.

Benefits of the role include:

- Salary: \$250,000 including superannuation
- Use of a Larrakia Development Corporation vehicle
- Five year contract term with performance review and potential extension
- LDC will support the professional development of staff after 12 months of continuous employment.



About Larrakia Development Corporation

The Larrakia Development Corporation (LDC) is a Larrakia-owned and controlled organisation dedicated to fostering economic growth and creating opportunities for the Larrakia people, the Traditional Owners of the Darwin region. Established in 2002, LDC is widely recognised as one of Australia's leading Indigenous commercial enterprises, managing a diverse portfolio of business ventures that generate economic benefits, employment opportunities, and wealth creation for the Larrakia community.

Operating as a self-sustaining entity, LDC is structured to build long-term economic independence for Larrakia people by investing in sustainable business development and strategic partnerships. The organisation actively collaborates with government, corporate and community stakeholders to deliver projects that create lasting benefits.

Key Areas of Focus

LDC engages in a broad range of commercial and community-driven activities, including:

- **Land and Property Development** – Managing and developing land assets to create sustainable economic returns.
- **Facilities Management** – Providing services such as grounds maintenance, cleaning and general building upkeep.
- **Labour Hire and Employment Services** – Connecting skilled workers with employment opportunities across multiple industries.
- **Cultural Heritage Monitoring** – Protecting and preserving Larrakia sacred sites in collaboration with government and business partners.
- **Community Initiatives** – Administering funding through the Larrakia Development Trust and the Larrakia Ichthys-LNG Foundation Trust (LIFT) to support Larrakia families, Elders, education programs, and social development initiatives.

Links to LDC Information and Social Media





Major Projects & Initiatives

LDC has undertaken several significant projects that contribute to the economic and cultural sustainability of the Larrakia people. These projects showcase LDC's commitment to land management, cultural preservation and employment creation.

Larrakia Cultural Centre

The Larrakia Cultural Centre (LCC) is LDC's flagship project, designed to celebrate and sustain Larrakia culture for future generations. Situated at Stokes Hill overlooking Darwin Harbour, the centre will offer a unique cultural, arts, tourism and hospitality experience. Visitors will have the opportunity to:

- Explore Larrakia history and arts exhibits.
- Participate in authentic Larrakia arts and crafts workshops, such as spear making, weaving and painting.
- Learn the Larrakia language.
- Dine in a signature restaurant with breathtaking harbour views.
- Walk through beautifully landscaped gardens that reflect Larrakia heritage.

The LCC will remain in Larrakia ownership and serve as a hub for cultural education, employment and tourism. Development of the centre is made possible by the Aboriginals Benefit Account, the Australian Government and the Northern Territory Government. This is a Darwin City Deal-supported project.

Strategic Partnerships and Governance

LDC collaborates with major industry partners such as INPEX, ConocoPhillips, BMD and Defence Housing Australia to expand business opportunities for Larrakia people. Governed by a board of Larrakia representatives, LDC ensures all decisions align with the best interests of the Larrakia Nation.

With a vision for economic self-determination, LDC remains committed to long-term prosperity, cultural preservation and social responsibility, guided by the principle of **"Working for all Larrakia"**.

Other Key Projects

LDC has a strong presence across multiple sectors, with projects including:

Grounds Maintenance & Landscaping

- Henbury School (Grounds Maintenance & Landscape Package)
- Monadelphous Engineering (Grounds Maintenance)
- Darwin LNG (Grounds Maintenance – ConocoPhillips)
- Shell Prelude Supply Base (Grounds Maintenance – Shell)
- Manigurr-Ma Village (Grounds Maintenance – String Bark)
- Michael Long Leadership & Learning Centre (Landscape Package)

Employment & Community Partnerships

- ESS Larrakia JV – Manigurr-Ma Village – A joint venture providing employment and business opportunities for Larrakia people.
- Larrakia Heritage Monitoring – Working on projects such as the GEP1 package for the Ichthys Project (Inpex) to protect and preserve culturally significant sites.

Lasting wealth, health & wellbeing for all
Larrakia People

OUR VISION

To be recognised as a preferred provider of
quality projects and services by our clients
and partners, while providing employment
opportunities and education and economic
support for Larrakia People

OUR MISSION

Respect

we create a welcoming and inclusive
environment

Safety

we look out for the safety and wellbeing of
self and others

Connected

we achieve together

Sustainable

we are accountable for our future

Impact

we make a difference and continually
improve ourselves and community

Pride

we are authentic and passionate

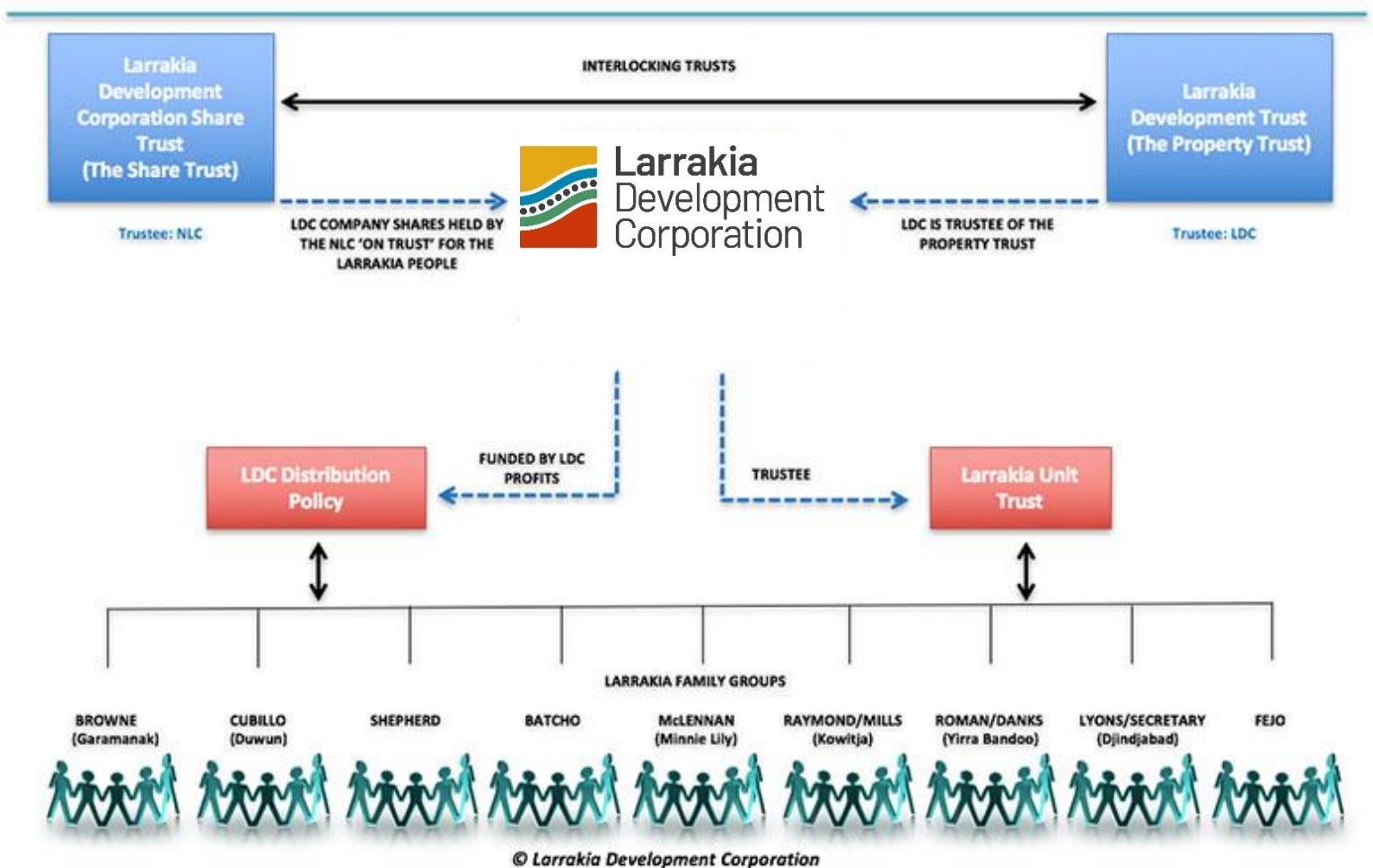
OUR VALUES



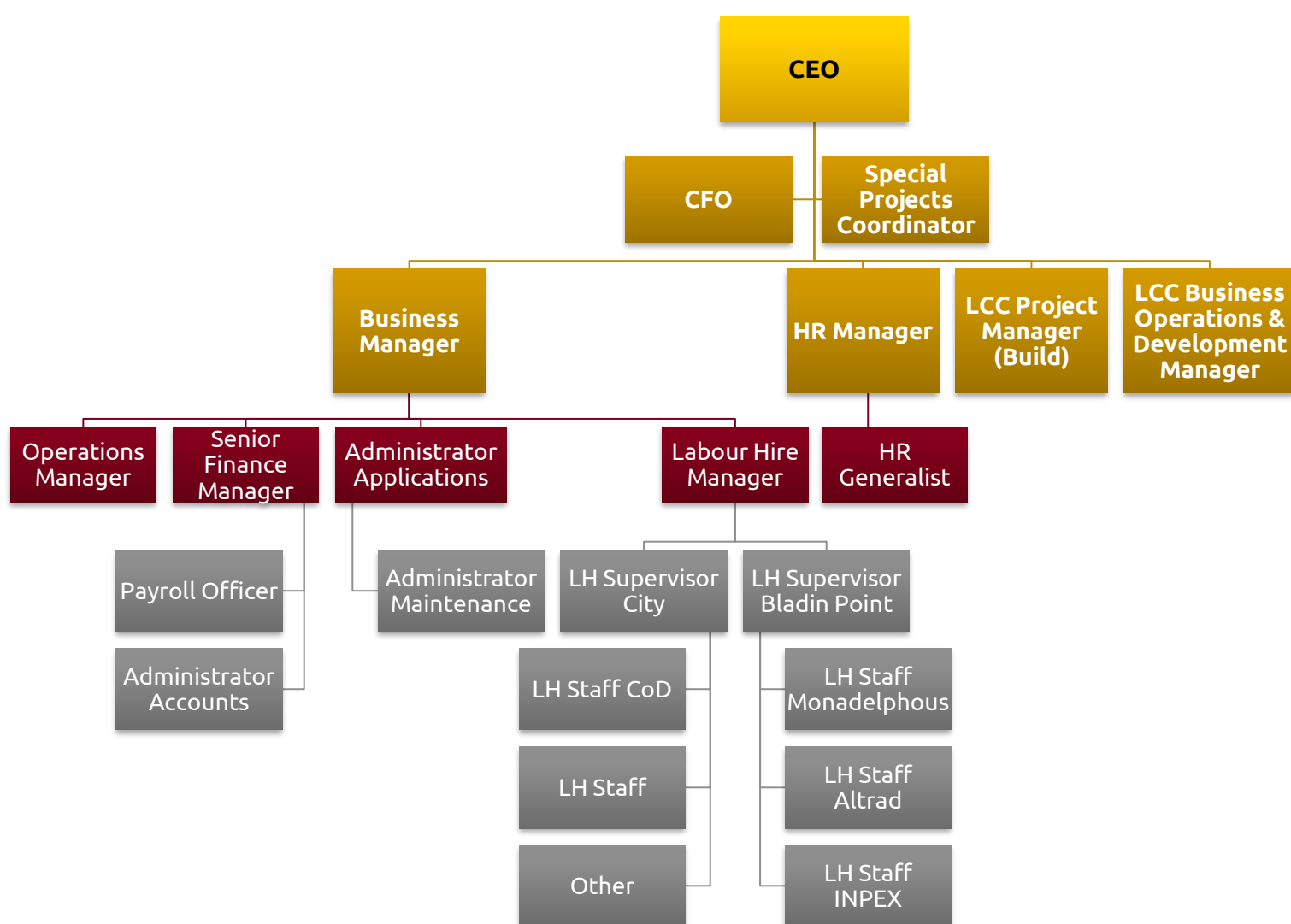
Larrakia
Development
Corporation

LDC Structure

Larrakia Development Corporation Structure



Organisational Structure





About the Larrakia People & Culture

The Larrakia people are the Traditional Owners of the land on which Darwin and its surrounding areas are built. Known as the **"Saltwater People"**, the Larrakia have a deep spiritual and cultural connection to the coastal regions of the Northern Territory. Their lands extend from the Cox Peninsula in the west to the Adelaide River in the east and south towards the Finnis River.

For thousands of years, Larrakia people have been custodians of their land, maintaining their language, traditions and cultural practices despite the impacts of colonisation. Larrakia culture is deeply embedded in storytelling, music, art and ceremonial traditions, which continue to be passed down through generations.

Key aspects of Larrakia culture and heritage include:

- **Strong kinship and community values** – Larrakia people maintain a deep sense of family and responsibility to one another.
- **Connection to Country** – Caring for and protecting land and water remains a fundamental part of Larrakia identity.
- **Language and storytelling** – The Larrakia language, once at risk of being lost, is now being revitalised through community efforts.
- **Traditional knowledge and heritage protection** – Larrakia people work to preserve sacred sites and ensure development respects cultural protocols.

Today, the Larrakia Nation is a vibrant and active community, playing a key role in the social, economic and cultural life of Darwin. Organisations such as the Larrakia Development Corporation, Gwalwa Daraniki Association and Larrakia Nation Aboriginal Corporation advocate for the rights and well-being of Larrakia people, promoting cultural awareness and economic participation.

Larrakia people welcome collaboration and partnerships that respect their culture and contribute to a sustainable future. Their strong leadership in business, governance and community development continues to shape Darwin's growth while maintaining the enduring traditions of the Saltwater People.



Living and Working in Darwin & Surrounds

Darwin, the vibrant capital of the Northern Territory, is a diverse and dynamic city that offers a unique lifestyle, strong economy and a deep cultural connection to the Larrakia people, the Traditional Owners of the region. Known for its tropical climate, relaxed atmosphere and strong sense of community, Darwin is an attractive place to live and work, offering a blend of career opportunities, outdoor lifestyle and cultural richness.



Lifestyle and Community

Darwin is a cosmopolitan city with a population of approximately 150,000 people, made up of over 60 different nationalities and 70 ethnic backgrounds. The city embraces a laid-back lifestyle, with an emphasis on outdoor living, weekend markets and a strong connection to nature. Residents enjoy stunning sunsets, waterfront dining and access to pristine national parks and coastal areas. The region is home to a strong Indigenous presence, with the Larrakia people playing an active role in cultural preservation and community development. Events such as the Darwin Festival, National Indigenous Music Awards and Garrmalang Festival celebrate Indigenous culture and diversity.



Employment and Economy

Darwin's economy is driven by sectors such as Defence, resources, construction, tourism and public administration. The city is a hub for major infrastructure projects, with ongoing investment in energy, mining, and commercial development. The Aboriginal business sector is growing, with organisations like the Larrakia Development Corporation leading economic initiatives that create employment and business opportunities for local Indigenous people.



Housing and Cost of Living

Darwin offers a range of housing options, from modern apartments in the city centre to suburban homes and rural properties. The cost of living is higher than some other Australian cities, particularly for housing and groceries, but is balanced by competitive salaries and strong job opportunities in key industries.



Living and Working in Darwin & Surrounds



Education and Healthcare

The city has well-established schools, universities and vocational training facilities, including Charles Darwin University and Batchelor Institute, which specialise in Indigenous education and training. Darwin is also home to Royal Darwin Hospital, the largest hospital in the Northern Territory, alongside various private healthcare providers and medical centres.



Recreation and Outdoor Activities

Darwin's tropical climate encourages year-round outdoor activities, from fishing and boating to exploring national parks such as Litchfield, Kakadu and Berry Springs. The city has modern sporting facilities, including AFL, rugby and cricket stadiums, as well as waterfront precincts, beaches and parks for recreation and social gatherings.



Getting Around

Darwin is a well-connected city with a reliable transport network, making it easy to get around by car, public transport or active transport options. The NT Bus service operates across the city and surrounding areas, though many residents prefer to drive due to low congestion and well-maintained roads. Darwin International Airport, located just 13km from the CBD, provides domestic and international connections. The city is bike-friendly, with dedicated cycling and walking paths linking key areas such as the waterfront and Casuarina Coastal Reserve. Taxis and ride-sharing services like Uber and Ola offer convenient transport options, while the Stuart Highway connects Darwin to the rest of the Northern Territory.

Recruitment Process and Timeframes



How To Apply?

Please submit your application via the Leading Roles website. Please upload:

- Your CV
- A covering letter addressing the Ideal Candidate Profile (page 7)



Evaluation Process

Leading Roles and Larrakia Development Corporation will determine a shortlist of suitable applicants based on desktop review of applications and initial interviews with a select group of applicants.

Applicants that have been shortlisted will be advised and asked to attend an interview with the interview panel. Larrakia Development Corporation may elect to undertake further interviews as required.

Preferred / shortlisted applicants may be required to undertake psychometric assessments to assist in understanding the working preferences and attributes and potential fit to the role. You will also be required to undergo a criminal history check, VEVO “right to work” check as well as financial probity checks.



Indicative Timeframes



Applications Open

- Week Commencing Monday 3 March 2025



Applications Close

- 5:00 pm Monday 17 March 2025



Initial Assessment

- Week Commencing 17 March 2025



Council Interviews

- Week Commencing 24 March 2025

*Note these timeframes are indicative only and may change subject to the outcomes of the recruitment process, council staff and candidate availability.

Privacy Information

Leading Roles is collecting your personal information in accordance with the Information Privacy Act for the purpose of assessing your skills and experience against the position requirements. The information you provide in your application will only be used by employees of Leading Roles. Your information will be provided to authorised Council Officers, including Human Resources and the relevant selection panel members. It will not be given to any other person or agency unless you have given us permission, or we are required by law.



What Happens Next?

At Leading Roles, we prioritise candidate care and engagement throughout the recruitment journey. The process typically takes 6 to 8 weeks, from submission of your application, and we strive to keep you informed with regular updates.

While feedback may not be immediate, we assure you that we will contact you with updates and relevant information as soon as possible. The schedule below indicates when you will hear from us. Thank you for your understanding as we carefully manage a high volume of applicants and coordinate with client schedules.

Stage	What to Expect
Week 1-3 Application Stage	<ul style="list-style-type: none"> • Application Acknowledgment: Prompt acknowledgement of your application.
Week 4 Initial Interviews	<ul style="list-style-type: none"> • Applicant Review: We work closely with our clients to determine longlisted applicants that match the requirements for the role. • Video Conference Interviews: Initial interviews with longlisted applicants. • Feedback: Shortlisted applicants agreed with client. Feedback provided to applicants.
Week 5 & 6 Client Interviews	<ul style="list-style-type: none"> • Preparation: Shortlisted candidates receive a briefing prior to client interview. • Panel Interviews: Consultants facilitate client interviews, at the discretion of the client, online or in-person. • Feedback: Post-interview feedback provided to candidates.
Week 5 & 6 Verification	<ul style="list-style-type: none"> • Checks: Simple online verification, including: <ul style="list-style-type: none"> ◦ Reference Checks ◦ Criminal History and Right to Work Checks ◦ Psychometric Assessments (if requested by client)
Week 6 Offer & Negotiation	<ul style="list-style-type: none"> • Negotiation: Consultant to support salary negotiations. • Engagement: Direct candidate engagement with the Council for contract questions and onboarding.
Week 6 to 8 Project Finalisation	<ul style="list-style-type: none"> • Future Opportunities: If unsuccessful, with your permission, you'll be added to our Talent Pool for future opportunities.
Post Placement	<ul style="list-style-type: none"> • Check-in: Regular check-ins throughout the first year.



MARK OGSTON

Chief Executive



Mark founded Leading Roles in 2012 to provide specialist assistance in recruitment and human resource related projects for councils, and he is a passionate advocate for the development and performance of the local government sector.

Mark leads all our client engagement, the Leading Roles recruitment team and undertakes executive level recruitment projects for the company.

Client Rating



Candidate Rating



CONTACT

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ATTACHMENT

Position Description

POSITION DESCRIPTION

CHIEF EXECUTIVE

POSITION DETAILS

POSITION TITLE:	CHIEF EXECUTIVE	REPORTING TO:	BOARD OF DIRECTORS
LOCATION:	DARWIN, NT.	EMPLOYMENT TYPE:	FULL TIME
KEY RELATIONSHIP:	BOARD OF DIRECTORS, LARRAKIA ORGANISATIONS AND FAMILIES, EXTERNAL STAKEHOLDERS, CONTRACTORS, NORTHERN LAND COUNCIL AND NT GOVERNMENT.		

COMPANY SUMMARY

The Larrakia Development Corporation (LDC) is regarded as one of Australia's leading commercial Aboriginal organisations. We provide employment and business opportunities for Larrakia people through our entrepreneurial activities. We achieve this through the development and maintenance of sustainable businesses models. The Company works for all Larrakia as Trustee of the Larrakia Development Trust.

Current business activities include Facilities Management and a range of trade-based services - see <https://www.larrakia.com.au/what-we-do/>. The Company plans to review these services and explore new business opportunities. The Company also owns property which it is seeking to commercially develop.

LDC is currently constructing the Larrakia Cultural Centre and is the sole member of the company established to manage and operate the Centre - the Larrakia Cultural Centre Corporation.

LDC currently has 50 staff.

Our Vision

Lasting wealth, health, and wellbeing for all Larrakia People

Our Mission

To be recognised as a preferred provider of quality projects and services by our clients and partners, while providing employment opportunities and education and economic support for Larrakia People

Our Values

Respect – we create a welcoming and inclusive environment

Safety – we look out for the safety and wellbeing of self and others

Connected – we achieve together

Sustainable – we are accountable for our future

Impact – we make a difference and continually improve ourselves and community

Pride – we are authentic and passionate

ROLE SUMMARY

The Chief Executive, under the broad direction of the Board, is responsible for the management of Larrakia Development Corporation and its operations.

This entails:

- Developing strategy, operational and business plans with clear performance metrics, budgets, policies and other internal governance measures for consideration by the Board and, to the extent approved by the Board, implementing each of these;
- Identifying business development opportunities that are potentially profitable, scoping these and under board guidance pursuing them
- Ensuring the LDC's operations and business are within the parameters set by the Board from time to time and that the Board is kept informed of developments/potential developments in LDC's affairs, operations and business dealings;
- Identifying and managing operational and corporate risks for the Company, advising the Board thereof, and, where those risks could have a material impact on the Company, formulating strategies for managing and mitigating these risks;
- Managing LDC's financial and corporate reporting requirements to ensure that mechanisms and systems capture all relevant information on a timely basis and in accordance with legislative/regulatory compliance;
- Ensure that the Board is provided with sufficient accurate information on a timely basis in regard to the organisation, its operations, business and affairs so as to reasonable position the Board to fulfil its governance responsibility.
- Manage the business consistent with a Company operating under the Corporations Act.
- Lead LDC's staff, ensuring clear communications across the organisation and that all staff understand their role, responsibilities and accountabilities on an ongoing basis
- build and model an exemplary culture internally
- ensure effective relationships are built and sustained with key stakeholders

**RESPONSIBILITIES &
ACCOUNTABILITIES**

ASSOCIATED TASKS

<p>BOARD ACCOUNTABILITY</p>	<ul style="list-style-type: none"> • Report to the Board on the status of policies, strategies, directions and plans set or approved by the Board; • Inform the Board of all events within his/her knowledge or awareness, which may or do have an impact on the Company's activities or well-being; • Provide accurate advice to the Board and recommendations on operational matters requiring Board approval to proceed; • Regularly meet and consult with the Chair on all such matters
<p>LEADERSHIP</p>	<ul style="list-style-type: none"> • Provide strong, clear leadership to the Company; • Develop and manage profitable business streams thereby ensuring that Larrakia people benefit from distributions that enhance the quality of life. This includes appropriate commercial development of LDC land holdings. • Effectively contribute to the development of the Larrakia Cultural Centre, now under construction • Lead consultation and communication with government and community. • Ensure that the Company's code of conduct/values are regularly updated, monitored and communicated; • Provide internal leadership direction, goals and energy to the Company's employees; • Foster and promote a culture of safe work and compliance with staff and ensure safe work systems are developed to ensure no harm to any employee or person who come on to sites LDC has taken responsibility for • Create and sustain a culture of innovation and enablement, underpinned by and expressing the values and philosophy of the Company; • Ensure development of employees, that supports organisational and individual goals • Monitor and interpret the external environment in order to continually position the Company to its best advantage; • Maintain awareness of political, governmental, business and industry components of the external environment on a local and national level; • Participate in appropriate business and professional associations, networks and activities relevant to the Company's interest; • Ensure relationship building with external stakeholders

OVERALL MANAGEMENT	<ul style="list-style-type: none"> • Provide management oversight and responsibility across the Company to ensure the effective and efficient functioning of the organisation; • The appointment and management of employees; • Ensure thorough evaluation of potential business opportunities and robust evaluation of the performance of existing business streams • Ensure appropriate planning, selection and management of any third party contracts • Approve the appointment of contractors, service providers and purchases of materials and equipment within delegations of authority approved by the Board. • Set up, maintain and review organisational structure, systems, policies, processes and procedures, in order to guide, support, inform, service and monitor the prime functions of the Company; • Ensure legal, ethical and professional practices and boundaries consistent with the Company's code of conduct/value are adhered to; • Ensure financial activities are managed within agreed budgets and inform the Board in a timely manner of any adverse movements to the budget; and • Ensure effective and efficient functioning of the Company and compliance with laws, regulations and licences as appropriate.
INTEGRITY	<ul style="list-style-type: none"> • Act and behave with integrity and in accordance with the Company's Code of Conduct and Values; and • Act in a manner so as not to bring the Company into disrepute

OTHER FEATURES

Travel: Yes

- Travel is potentially required to pursue business opportunities and learn from other successful Indigenous businesses
- Travel Policy Applies including approval for travel bookings

Authority to Act: Yes

- Authority to appoint staff in line with plans and budget and to purchase goods and services currently to the value of \$10,000 per transaction in line with approved budgets, and power to act as required in emergent circumstances. Purchases over this limit must be approved by the Board.

SKILLS & EXPERIENCE

Essential

- Tertiary Qualifications in Business/Finance/Law or other relevant field preferably followed with an MBA
- Previous experience as a Chief Executive or senior executive level, preferably within a business with a desire to grow
- Demonstrated experience developing and implementing business strategies and rigorously evaluating business success
- Proven success in interactions with Government
- Experience in reporting to a board
- Contract management expertise.
- Proven record in building, leading and managing high performing teams
- Proven capacity to inspire confidence, create trust and develop effective partnerships where appropriate
- High level dispute resolution skills
- Excellent communication and interpersonal skills
- Ability to engage with clients, colleagues and multiple stakeholders, forming effective relationships, which requires a steady, unflappable and patient management style
- Sound business / commercial acumen
- Strong influencing and negotiation skills
- Strong analytical, critical thinking and problem-solving skills
- Ability to work under pressure, plan personal workload effectively, and delegate.
- A willingness to be hands on as appropriate

Desirable

- AICD Director's Course



Leading Roles

People ▶ Performance ▶ Partners

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