

Position Description	
Position Title:	General Manager – DJAARA
Location:	Larnangurrak – 43 Hattam Street, Golden Square
Term:	Full-time (38 hours per week); 3 Year Contract
Remuneration:	Subject to Executive Employment Agreement
Reports to:	Dja Dja Wurrung Group Chief Executive Officer
Direct Reports:	Cultural Hub, Housing, Mining, Environmental Hub, Legal / Recognition and Settlement Agreement (RSA)

Overview of Corporation

Dja Dja Wurrung Clans Aboriginal Corporation (DDWCAC) trading as DJAARA actively works to progress the aspirations of the Dja Dja Wurrung community. It is incorporated under the Corporations (Aboriginal and Torres Strait Islander) Act 2006 (CATSI Act) and is regulated by the Office of the Regulator of Indigenous Corporations (ORIC). Established in 2004, the principal objectives and responsibilities of the corporation are to:

- Promote the health and wellbeing of the Dja Dja Wurrung People.
- Protect and promote the laws, culture, property rights and human rights of the Dja Dja Wurrung People.
- Exercise rights under the Recognition and Settlement Agreement on behalf of the Dja Dja Wurrung People.

The DDWCAC is also a Registered Aboriginal Party, the sole owner of Dja Dja Wurrung Enterprises Pty Ltd (DDWE). Our businesses include natural resource management, cultural awareness and touri

In 2013, the DDW People achieved a Recognition and Settlement Agreement (RSA) with the State of Victoria, which formally recognises the DDW people as the traditional owners for part of Central Victoria. The DDW people nominated the DDWCAC as the 'traditional owner group entity' for the purpose of the settlement, meaning it holds and manages the settlement on behalf of the DDW people.

Primary Purpose of the Position

The General Manager – DJAARA (GM-D) is a key member of the Executive Leadership Team (ELT) of the Dja Dja Wurrung Group, responsible for providing strategic leadership, direction and oversight across DJAARA's programs, services and initiatives that protect Country, strengthen Culture and support the wellbeing of Community.

The role leads a diverse portfolio encompassing Cultural Heritage, Member Engagement, Housing, Mining, Environmental Programs and Legal/RSA functions, ensuring strategic priorities, resources and activities are aligned with the Delkunya Dja Country Plan, organisational objectives and the aspirations of Dja Dja

balaki wuka | giving to community

Larnangurrak (our place)

43 Hattam Street, Golden Square, VIC 3555

T: (03) 5444 2888

E: info@djadjawurrung.com.au

P.O Box 1026 Bendigo VIC 3552

djadjawurrung.com.au



Wurrung People. Through managing a team of senior leaders and subject matter experts, the GM-D is accountable for portfolio performance, resource stewardship, governance and the delivery of sustainable outcomes for Country, Culture and Community. As a member of the ELT, the

GM-D contributes to organisation-wide leadership, strategy, culture and decision making, ensuring programs, partnerships and services uphold Djaara rights, advance self-determination and deliver meaningful long-term outcomes.

Working collaboratively across the organisation and with external stakeholders, the GM-D provides strategic leadership and oversight to ensure services, partnerships and initiatives are culturally grounded, community informed and aligned to organisational priorities. Through this work, the role strengthens community connection, stewardship of Country, organisational performance and long-term value for Djaara People.

Key Responsibilities

The General Manager – DJAARA will:

- Provide strategic leadership and oversight across DJAARA's programs, services and initiatives, contributing to organisational strategy, culture, performance and decision-making in alignment with the Delkunya Dja Country Plan, organisational priorities and Djaara aspirations.
- Lead the strategic direction, planning and performance of Cultural Heritage, Member Engagement, Housing, Mining, Environmental Programs and Legal/RSA functions, ensuring resources and activities are aligned to organisational priorities and community outcomes.
- Ensure programs, services and partnerships deliver measurable and sustainable outcomes for Country, Culture and Community and support the protection of Country, cultural heritage and Djaara wellbeing.
- Drive portfolio performance through effective planning, prioritisation, accountability frameworks, performance monitoring and continuous improvement.
- Provide executive oversight of portfolio plans, budgets, resource allocation, ensuring outcomes and resources meet expected performance measures, and are delivered within approved frameworks and achieve intended outcomes.
- Support organisational growth through strategic partnerships, funding opportunities, advocacy and collaborative initiatives that advance Djaara priorities and long-term aspirations.
- Build and maintain strong relationships with Members, Traditional Owners, government, industry, community organisations and funding partners, and represent DJAARA in strategic negotiations, forums and engagements.
- Monitor portfolio performance and lead responses to emerging risks, issues and opportunities, ensuring informed decision-making and delivery of organisational priorities.
- Lead, develop and support managers and teams, setting clear performance expectations, fostering accountability, collaboration, cultural safety, capability development and high performance.
- Establish and maintain effective governance, risk management, compliance and assurance practices across the portfolio, ensuring activities meet legislative, regulatory, funding and organisational requirements.
- Ensure timely and accurate reporting to the CEO, ELT and Board to support informed decision-making, organisational accountability and strategic oversight.
- Contribute to executive decision-making, organisational alignment and the achievement of DJAARA's strategic priorities, long-term aspirations and self-determination objectives.

Cultural Integrity and Self-Determination

- Ensure organisational strategies, organisational activities and service delivery uphold Djaara cultural values and aspirations, strengthen cultural authority and support self-determination.
- Embed cultural safety, inclusion, respect and accountability across leadership, partnerships, operations and decision-making.
- Integrate culturally grounded approaches into organisational systems and business practices, ensuring alignment with Djaara priorities and community aspirations.



- Support rights, recognition and self-determination outcomes by leading DJAARA's engagement with Treaty, Yoorrook and related reform agendas, ensuring organisational readiness and alignment with Djaara aspirations.
- Work in genuine partnership with cultural leadership to ensure organisational decisions, practices and activities reflect Djaara cultural authority, protocols and self-determination priorities.

About You

We are seeking an experienced and values-led leader with the credibility, judgement and leadership capability to operate effectively at executive level within a complex and evolving organisation.

You will bring significant experience leading diverse programs, services or portfolios and a demonstrated ability to translate strategy into meaningful outcomes for community, stakeholders and the Corporation. You understand how to lead through complexity, drive continuous improvement and deliver sustainable results.

You are a collaborative and influential leader with strong relationship-building skills and experience working with Traditional Owners, community members, government, industry partners and senior decision-makers. You bring a thoughtful, strategic and solutions-focused approach to engagement, advocacy and decision-making.

You have well-developed governance, financial and risk management capabilities and can provide confident leadership in environments that require accountability, sound judgement and effective stewardship of resources.

This role will appeal to a purpose-driven leader who is committed to self-determination and passionate about creating lasting outcomes for Country, Culture and Community through strong leadership, partnership and organisational excellence.

Essential Experience and Qualifications

- Demonstrated senior leadership experience managing complex and diverse operational portfolios.
- Strong strategic planning, governance and organisational leadership capability.
- Experience leading multidisciplinary teams and delivering significant programs and services.
- Strong stakeholder engagement, negotiation and relationship building/partnership management experience.
- Sound financial management and budget oversight capability, and a demonstrated experience in managing risk, compliance and governance obligations.
- Highly developed communication, advocacy and influencing skills, including experience working with executive leadership and Boards.
- Commitment to Aboriginal self-determination, cultural respect and community outcomes.

Desirable Experience

- Experience working within Aboriginal Community Controlled Organisations, Traditional Owner Corporations or community-focused organisations.
- Understanding of Traditional Owner rights, cultural heritage, environmental management, housing, community development or related sectors.
- Knowledge of the legislative and policy environment affecting Traditional Owner organisations and Aboriginal communities.

Privacy Notification

DJAARA affirms that the collection and handling of applications and personal information related to your employment will be consistent with the requirements of the Information Privacy Act 2000. All DJAARA staff must comply with the Code of Conduct.

Contact	
Name: Cassandra Lewis Title: DDW Group CEO	Email: ceo@djadjawurrung.com.au