

# Recruitment - NAILSMA Board Members

## Expression of Interest – Information Pack

---

### Recruitment Scope Overview

NAILSMA (North Australian Indigenous Land and Sea Management Alliance) is seeking highly motivated and strategically skilled individuals to join our Board of Directors. This opportunity is ideal for professionals committed to advancing sustainability, enhancing environmental outcomes, and strengthening Indigenous-led land and sea management across Northern Australia.

The role of a NAILSMA Board Member is centred on providing governance, strategic direction, and oversight of organisational initiatives that align with our mission to support Indigenous communities to sustainably manage land and sea Country.

---

### Key Responsibilities

#### 1. Strategic oversight and mission alignment

- Ensure NAILSMA's activities align with our vision, mission, and values.
- Participate actively in strategic planning and decision-making to guide NAILSMA's long-term vision.
- Contribute to the development and monitoring of long-term strategic plans.
- Evaluate progress toward goals and adjust direction as needed.

#### 2. Governance and financial duty

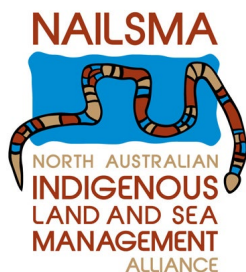
- Uphold legal and ethical standards, including compliance with relevant laws and regulations.
- Oversee financial health by reviewing budgets, financial statements, and audits.
- Act in the best interest of the organisation, avoiding conflicts of interest.

#### 3. Advocacy and representation

- Serve as an ambassador for the organisation, promoting its work and values.
- Build relationships with stakeholders, including funders, partners, and community members.
- Support fundraising efforts through networking, outreach, or direct contributions.

#### 4. Executive oversight and support

- Hire, evaluate, and support the Chief Executive Officer.
- Provide guidance and mentorship while respecting operational boundaries.
- Ensure succession planning and leadership continuity.



## Recruitment - NAILSMA Board Members

### Expression of Interest – Information Pack

#### 5. Risk Management and Accountability

- Identify and assess risks to the organisation's reputation, finances, and operations.
- Uphold compliance with regulatory frameworks and support risk management efforts to mitigate challenges.

Establish and monitor policies that promote transparency and accountability. Foster a culture of continuous improvement and ethical decision-making.

---

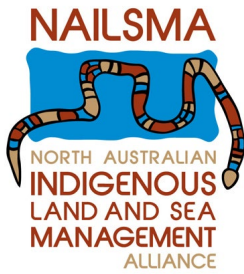
#### Candidate

Who we are looking for:

- **You're a leader and strategic thinker:** You provide leadership and guidance that assists teams to fulfill their potential and work towards their vision.
  - **You respect and value Indigenous knowledge:** You understand the importance of Indigenous cultural practices and knowledge, particularly in land and sea management and a deep understanding of the unique challenges and opportunities experienced across the sector.
  - **You are passionate about caring for Country:** You have proven experience in sustainability and/or conservation, and you apply this knowledge in support of Indigenous land and sea management.
  - **You bring strong governance experience:** You have prior experience serving on boards or committees and understand governance responsibilities and processes.
  - **You're skilled at building meaningful relationships:** You have well-established connections across regional, national, or international contexts, particularly in sustainability and community development sectors.
  - **You make decisions based on evidence and insight:** You can interpret environmental data and apply it to inform strategic decisions.
- 

#### Key Focus Areas

- **Indigenous-led environmental outcomes:** Ensure that NAILSMA continues to deliver measurable, positive environmental impacts.



# Recruitment - NAILSMA Board Members

## Expression of Interest – Information Pack

- **Partnership growth:** Develop strategic alliances that expand funding opportunities and stakeholder engagement.
  - **Strategic oversight:** Support the evaluation, planning, and implementation of initiatives aligned with the organisation's vision and mission.
  - **Indigenous empowerment:** Strengthen collaborations with Indigenous communities to align strategies with community-led objectives.
- 

### Commitment and benefits

Board members will attend quarterly meetings and other necessary planning sessions. This is a remunerated position. The role is vital in shaping the future of Indigenous land and sea management in Northern Australia. Board members gain an unparalleled opportunity to contribute to meaningful, impactful change while building their governance expertise.

---

### How to apply

Email your CV and a cover letter addressing the key responsibilities including your motivation for wanting to join the NAILSMA Board of Directors to [barry.hunter@nailsma.org.au](mailto:barry.hunter@nailsma.org.au). The cover letter should be a maximum of 2 pages. The closing date is **Friday 5 September 2025**.

---

### Contact person

Barry Hunter, CEO NAILSMA  
Email: [barry.hunter@nailsma.org.au](mailto:barry.hunter@nailsma.org.au)  
Phone: 0488 068 738