

**POSITION DESCRIPTION**

<b>Position Title</b>	Regional Network Lead		
<b>Position Type</b>	2-year Full-time - Maximum term contract	<b>Hours per week</b>	37.5
<b>Location</b>	Remote	<b>Travel</b>	As required - National
<b>Reporting to</b>	Community Network Lead		
<b>Approved by</b>	Gebro Buli	<b>Approved Date</b>	September 2024

**General Outline:**

The Firesticks Alliance Indigenous Corporation (Firesticks) is a not-for-profit, Indigenous-led organisation supporting regional and Community networks with revitalising and strengthening Indigenous knowledge systems and practices to create positive cultural, social, environmental, and economic impact.

Through partnerships and our networks, we support the activation of learning, employment and enterprise opportunities and pathways to restore healthy and resilient landscapes and Communities across Australia through Indigenous cultural fire and land management initiatives.

Further information about our organisation and work can be found on our website: <https://www.firesticks.org.au/>

**Purpose of the Role:**

The **Regional Network Lead** will oversee and guide a team of remote employees to ensure productivity, efficiency, and high-quality performance. This role involves managing team dynamics, facilitating effective communication, and implementing strategies to achieve organisational goals.

The role will lead Firesticks’ new regional Community engagements and the facilitation of opportunities to support our Community-led healthy country plans. The Regional Network Lead will support the coordination of resources and services to develop Community plans and network teams within their designated region.

Additionally, the Regional Network Lead will support the delivery of Firesticks’ self-autonomous Community Hub strategy by actively supporting Regional teams to grow their confidence and capabilities, and successfully plan, develop, deliver, evaluate, and report on Community-led initiatives.

**Key Responsibilities:**

The **Regional Network Lead’s** key responsibilities include but are not limited to:

**Leadership and Management:**

- providing clear direction, support, and mentorship to remote team members by regularly monitoring team progress and performance, addressing concerns, and providing constructive feedback to foster team cohesion;

**Community and Stakeholder Engagement:**

- leading new Community engagements, cultivating and maintaining relationships with existing and potential partners and external stakeholders.

- supporting the Community Network lead in developing Community-led healthy Country plans, coordinating Community support services and the effective allocation of resources.
- facilitating communication and collaboration between regional teams and external stakeholders to support Community-driven goals;

**Project Coordination, Evaluation and Reporting:**

- directing Regional teams and assisting them in independently planning and executing Community-led initiatives, and coordinating Firesticks resources and team operations to ensure projects are progressively monitored, supported and successfully implemented;
- operationalising Firesticks’ Impact Framework to empower Communities to assess the impact of their initiatives, guiding regional teams in collecting and analysing data independently to measure and communicate outcomes effectively, and supporting teams in preparing comprehensive reports that reflect Community-driven achievements and challenges;

**Continuous Improvement:**

- monitoring emerging trends and innovations in Community engagement and Community self-determination, and fostering a culture of innovation and continuous learning among Regional teams;
- recommending improvements to Firesticks’ organisational strategies, policies, and practices based on Community feedback and evaluation results;

**Other:**

- carrying out other duties as directed.

**Directly Responsible to:**

This role reports directly to the Community Network Lead

**Roles Reporting to This Position:**

Other roles will report directly to this position as directed.

**Person Selection Criteria:**

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below represent the knowledge, skills and/or experience required.

As an organisation that engages with Indigenous communities, we also value candidates with experience working with Indigenous organisations and peoples; in addition to their regular role-based knowledge, skills, and experience. Understanding Indigenous social customs and having the ability to be culturally aware while interacting with people from communities is highly valued.

**Essential Skills & Experience:**

- Demonstrable commitment to the mission and values of Firesticks, with a track record of working with Communities or in conservation roles to create a positive impact within communities or on Country.
- Experience in leading and managing remote teams effectively.
- Deep understanding of Community engagement principles and strategies, with a focus on promoting Community autonomy.

- Excellent communication, interpersonal, problem-solving, and leadership skills.
- Minimum of 5 years' experience in a leadership role, preferably with remote teams.
- Proficient in Microsoft Office suite and remote collaboration tools (e.g., Microsoft Teams, Zoom, Miro).

#### Desired Qualifications, Skills & Experience

- Experience in a not-for-profit Organisation.
- Experience in planning, executing, managing projects and evaluating and reporting on project outcomes.
- Experience with project management tools and processes (such as Gantt charts, risk identification and mitigation plans).
- Bachelor's degree in a relevant field (Conservation, Program Management, Community Development, Business Administration) is highly desired.
- Experience in facilitating training or capacity-building activities is highly desirable.
- Familiar with project management software (e.g., Monday.com, Asana, Trello).

#### Organisational Expectations:

The **Regional Network Lead** should meet with the Community Network Lead on a regular basis to review activity, issues, desired direction and performance. Formal performance reviews will be conducted prior to the conclusion of the probationary period. Thereafter, performance reviews will be conducted once a year.

#### Physical Requirements of the Role:

- Physically fit to perform remote field work.

#### Health / Environmental Considerations:

- Ability to travel across the region and nationally, at times, and thus required to hold a current driver's licence.
- Ability to work flexibly.

#### Authorities:

- Per Firesticks' Delegations Policy.

#### Position Dimensions & Scope:

Technical	Scheduling	People	Total
(35%)	(20%)	(45%)	<b>(100%)</b>