

POSITION TITLE	Project Lead - Drought
PRIMARY LOCATION	Mount Gambier
REPORTS TO	CEO
HOURS	Full Time
TENURE	Contract to 18 December 2027 (extension opportunity subject to funding)
TOTAL EMPLOYMENT PACKAGE	\$125,000 includes superannuation and provision of a vehicle for business purposes and reasonable personal use (\$105,000 salary + \$12,600 super + \$7,400 FBT vehicle provision).
SPECIAL CONDITIONS	Some out-of-hours work and extensive regional travel with overnight stays is required. Some interstate travel may be required. Current Driver's License is essential.

OUR ORGANISATION

Regional Development Australia Limestone Coast (RDALC) is funded by Australian, State and Local Government for place-based solutions to regional economic issues. With three main areas of focus in the region:

- We support businesses where they're at – geographically and in their business journey
- We encourage investment – through partnerships, grants and infrastructure
- We grow the leaders of tomorrow – giving local people the skills they need to lead in the community

We also ensure that the region's voice is heard on the state and national stage.

RDALC Board Members are local leaders developing local solutions to local issues. The RDALC Team is small, dedicated and high performing, working collaboratively to deliver on our Strategic Plan.

POSITION SUMMARY

The Project Lead - Drought oversees the execution and coordination of projects and objectives consistent with the Regional Drought Resilience Plan, ensuring that they are completed efficiently, on time, and within budget. Leading a small team, the role fosters staff growth, development and wellbeing, with a hands-on approach to the delivery of outcomes.

Delivery will include monitoring and evaluation of program outcomes in accordance with the Regional Drought Resilience Plan as well as State and Federal requirements, providing support for grants, and facilitating workshops. Formal report writing for the Board, government, funding partners and advocacy is a key deliverable.

The Project Lead – Drought, must contribute to growing the positive reputation of Regional Development Australia Limestone Coast. This includes being responsive to internal and external stakeholders, delivering agreed outcomes and developing ideas for future funding. A commitment to continuous improvement is expected, with the ability to document processes in an effective way. The successful applicant must be able to challenge existing thinking but accept decisions and direction.

The role is suited to an experienced program manager who has knowledge in agriculture, primary industries or natural resource management that can build and maintain networks, write well, and collaborate to deliver the best possible outcomes for the Limestone Coast.

PRIMARY ACCOUNTABILITIES AND OUTCOMES	
Accountability	Duties
Program Management	• Ensure the execution and coordination of projects in alignment with the Regional Drought Resilience Plan. • Ensure projects are completed efficiently, on time, and within budget, taking on the delivery role as needed. • Develop innovative ideas for securing future funding opportunities to support regional and organisational objectives. • Prepare high quality formal reports for the Board, government, funding partners and other stakeholders.
People Management	• Day-to-day management of a small team fostering trust, respect and high performance. • Active and positive participation in Leadership Team to contribute to the wellbeing of all staff. • Regular communication in person and in writing with CEO.
Partnership Management	• Actively engage and work collaboratively with key stakeholders, including industry bodies, Australian, State and Local Government. • Advocate for regional issues, including research and preparation of reports, formal submissions and advice.

TECHNICAL EXPERTISE (Qualifications, Skills, Knowledge and Experience Relevant to the Role)	
Essential	• High level written and oral communication skills • Exceptional people skills, with ability to lead • Experience in managing and delivering multiple outcomes concurrently • Demonstrated ability to effectively manage multiple priorities and deliver high-quality outcomes in a fast-paced environment. • Ability to use initiative and exercise sound judgement, political nous, seeking direction as appropriate to the level of the position • Proven ability to engage and work collaboratively with stakeholders and maintain relationships with a diverse range of people and organisations • Experience in writing formal reports • Knowledge of monitoring and evaluation principles • Experience in agriculture, primary industries or natural resources management
Desirable	• Experience in the design and implementation of monitoring and evaluation frameworks • Existing networks across the Limestone Coast and/or all three levels of government • Knowledge of securing, accessing and developing Grants • Relevant qualifications

PERSONAL QUALITIES	
Quality	Behaviors
Relationship Management	• Develops and maintains effective working relationships and networks • Identifies opportunities to negotiate for improved outcomes • Deals with conflict effectively and escalates when appropriate • Shares information and knowledge as appropriate • Collaborate with others to achieve results

Professional Approach	• Promotes a culture of respect and high ethical standards • Remains positive and recovers quickly from setbacks • Maintains professionalism and confidentiality • Constructively expresses own views and respects the views of others
Results Oriented	• Take responsibility and meet expectations for the delivery of quality and timely results • Uses initiative and acts on opportunities for continuous improvement appropriate to the position • Develops and agrees own work plan and KPIs, with regular reports on progress
Strategic Focus	• Considering the broader political environment and context when making recommendations or decisions • Understands, supports, and contributes to strategic direction and plans • Communicates plans in practical terms to others • Contributes positively to the drive for change and innovation

KEY RELATIONSHIPS	
Direct Reports	Project Coordinator - Drought
Other	• CEO • Board Members and staff • Business, industry, and community groups within the region • Limestone Coast Local Government Association • Regional Councils • Relevant Federal and State Government Agencies • Residents of the region • RDA organisations both in South Australia and nationally