



**Nature**  
Foundation

**DEPUTY CHIEF EXECUTIVE OFFICER**

**JOB & PERSON SPECIFICATION**

**OCTOBER 2024**



<b>Position:</b>	Deputy Chief Executive Officer- Strategic Initiatives
<b>Level:</b>	6
<b>Reports to:</b>	Chief Executive Officer
<b>Direct Reports:</b>	<i>Business Development Coordinator, Kids on Country Coordinator, and Philanthropy Coordinator</i>
<b>Key Relationships:</b>	<i>Chief Executive Officer Senior Managers (Senior Leadership Group) Nature Foundation Board, Staff and Volunteers Industry, government, and other key external partners/ stakeholders</i>

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#### **ABOUT NATURE FOUNDATION:**

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*Our vision is to inspire people to connect with and conserve Australia's natural habitat for future generations because we see people and nature as fundamentally dependent on each other.*

Nature Foundation is an apolitical not-for-profit that invests in conserving, restoring and protecting South Australian landscapes, flora and fauna to ensure their survival. We aim to lead the way in sustainable nature conservation. We do this by working with others on areas of exceptional biodiversity value, threatened species and sites of natural, cultural and geological significance.

Established in 1981 by visionary community members, Nature Foundation has helped protect more than 1.15 million hectares. It is now one of the largest non-government conservation land managers in South Australia and the third largest in Australia.

Nature Foundation is a member-based organisation supported and advanced by a dedicated Board, staff, and volunteers - underpinned by science. It highly values working in partnership with business and industry, philanthropy, volunteers, Aboriginal and local communities and community organisations, and the three levels of government.

We continue to develop and deliver innovative nature-based solutions and partnerships, including emerging markets such as carbon and biodiversity, and support emerging nature scientists and Aboriginal youth programs.

Many partnerships relate to land owned or managed by the Nature Foundation—500,000 hectares on nine reserves—where science-based programs assist in landscape restoration and protect threatened species of flora and fauna. The Nature Foundation also partners with other environmental research, community engagement, and nature-based tourism organisations at the state and national scale.

## About the Role

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The Deputy Chief Executive Officer is a key leadership position within Nature Foundation. The role will work closely with the Nature Foundation CEO to develop and implement Nature Foundation's Strategic Plan, with a particular focus on leading innovative natural capital business development programs that achieve strong conservation, biodiversity, and business growth outcomes. This role also includes executive accountability for further developing Nature Foundation's First Nations engagement and philanthropic initiatives, as well as growing a portfolio of commercial collaborations that achieve high-impact Nature Positive and conservation outcomes.

## Key Role Focus

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- Work with the CEO to implement the Nature Foundation's strategy and business model.
- Contribute to the design, implementation, and monitoring of the performance of internal systems to deliver Nature Foundation's strategy.
- Contribute to strategic organisational change processes and initiatives that aim to increase the effectiveness and impact of Nature Foundation programs.
- Coordinate business development initiatives to grow the business and increase program impact. Create a pipeline of projects that deliver recurrent revenue to Nature Foundation.
- Develop and maintain a strong and diverse network of stakeholder and philanthropic partnerships that support organisational growth and increase program impact.
- Develop and contribute to strategies that influence policy to align with Nature Foundation's strategic direction.
- Coordinate and develop new First Nations engagement initiatives across the organisation to achieve community development and conservation outcomes. Manage and grow current First Nations programs such as KoC.
- Complete board reporting requirements as directed by the CEO.
- As a member of the Strategic Leadership Group, contribute to the development of organisational strategy, organisational growth, and business development.
- Deputise for the CEO and represent the organisation internally and externally as directed by the CEO.
- Carry out other duties as directed by the CEO.

## Required Qualifications and Competencies

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- Tertiary qualifications in science, environmental management, sustainable finance, business management, or another relevant discipline.
- Significant experience in leading Biodiversity and Natural Capital business development initiatives or similar executive management experience leading a portfolio of business development programs and initiatives.
- Proven executive experience and credibility in delivering stakeholder engagement initiatives, including partnerships with First Nations groups, commercial, government, and non-government organisations, are essential.

- Demonstrated experience working effectively in a senior leadership and management position, with a proven capacity to build high-performing conservation programs and collaborations.
- Exceptional interpersonal and emotional intelligence skills that foster high levels of trust, integrity and credibility across a broad range of internal and external stakeholders.
- Excellent written and verbal communication skills, including varying styles and formats for diverse audiences and contexts.
- Highly developed strategic and systems thinking skills and abilities, and a proven capacity to use this to contribution to business improvement and growth outcomes.
- Ability to form effective and sustainable partnerships and relationships with internal and external stakeholders, and effectively leverage these for improved conservation outcomes.
- Sound ability to 'read' internal and external environments and take pre-emptive action to manage risks and challenges and harness opportunities.
- Ability to lead, inspire and develop other staff at all levels of the organisation.
- Competent in using the Microsoft suite of programs, including Outlook, Word, Excel, and PowerPoint.

### **Our Cultural qualities**

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- Connected: we are agile and adaptable, connecting communities through nature.
- Innovative: we are creative and resourceful in tackling major environmental issues.
- Accountable: we strive for excellence in everything we do, holding each other to account and working to the highest ethical standards.
- Caring: we care about each other, what we do and why we do it; we believe in the power of nature to transform our lives.
- Inspirational: we inspire and create enjoyment through nature.
- Adventurous: we are bold and adventurous in our pursuit of conservation outcomes.

### **Special Conditions**

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- The position will be based at Nature Foundation's Prospect Office, with working from home or remotely by arrangement.
- Some out-of-hours work, intra and interstate travel involving overnight to several-day absences from home will be required as part of the role.
- A current driver's licence is essential.
- Staff are encouraged to wear the appropriate uniform in any public setting and will professionally represent the organisation.

## **Work Health and Safety**

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- Actively contributes at an executive level to ensuring the provision of a safe, healthy, and productive workplace and culture.
- Takes executive responsibility for maintaining own health and safety and the health and safety of others in the workplace.
- Promptly identifies, reports, and contributes to resolving health and safety risks in the workplace.
- Actively promotes and models high standards of workplace health and safety and ensures that own training and that of line reports is undertaken as required.
- Ensures that all direct reports, volunteers, or sub-contractors understand workplace health and safety requirements, responsibilities, and the standards required by Nature Foundation.

## **Corporate Responsibilities**

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- Contributes to Nature Foundation governance requirements, including reserve related Nature Foundation Board liaison and reporting.
- Maintains high compliance standards with Nature Foundation Policies and Procedures and actively contributes to ensuring these are monitored, updated, and improved as required.
- Ensures that own direct reports and other staff and volunteers are familiar with and understand these policies and procedures as relevant.
- Acts as a highly professional and ethical representative of Nature Foundation in various forums and contexts and actively promote the organisation as a leader in nature conservation within the South Australian community.
- Seeks and receives regular feedback on progress and performance and participates in Nature Foundation's Annual Performance Review and Development process as required.
- Ensures that all statutory and regulatory obligations are always complied with.



## HOW TO APPLY

Applications including a cover letter and CV should be addressed to Justin Hinora. Please visit [henderconsulting.com.au](http://henderconsulting.com.au) to apply.

For a confidential discussion, please call (08) 8100 8827.

### **Please Note**

Your application will be automatically acknowledged by a return email.