

VACANT POSITION: Sea Country Manager

Dambimangari Aboriginal Corporation (DAC) is seeking an experienced and motivated Sea Country Manager to lead the delivery of our marine operations, including management of the Lalang-gaddam Marine Park and Dambimangari Sea Country programs.

This is a Full Time Role based in Derby, WA. Relocation support will be provided to the successful candidate if required.

- Competitive Salary with Salary Sacrificing up to \$15,899
- Training and Development opportunities in a Supportive Team Environment
- 5 weeks Annual Leave with Office Closure over the Christmas Period

The Role:

The Sea Country Manager oversees the day-to-day operations of Dambimangari's Sea Country program and the Lalang-gaddam Marine Park. Guided by the Joint Management Body (JMB) and reporting to the Healthy Country Operations Manager - Land & Sea, this role ensures all marine activities align with the Dambimangari Healthy Country Plan 2023–2032 and the Marine Park Management Plan.

You will manage DAC-led Sea Country operations including patrols, marine park ILUA commitments, visitor management, cultural activities, marine science, and Back to Country programs, while overseeing compliance, reporting, staff development, partnerships, and on-water safety.

You will work closely with rangers, Traditional Owners, external government agencies, and partner agencies to deliver joint operations and strengthen Dambimangari leadership in marine stewardship.

Key Duties include:

- Lead the day-to-day delivery of Sea Country programs, including marine patrols, visitor management, cultural activities, Back to Country programs, and marine park operations.
- Oversee daily vessel operations, ensuring safety, logistics, and compliance with marine, cultural, and environmental regulations.
- Coordinate Dambimangari participation in Marine Park management in line with JMB priorities and Healthy Country Plan outcomes.
- Work with government partners to develop annual joint work plans and support collaborative marine park activities.
- Support cultural heritage activities and create opportunities for Traditional Owners to share cultural knowledge on Sea Country.
- Maintain systems for monitoring, evaluation, reporting, and adaptive management across Sea Country programs.
- Build strong partnerships with Traditional Owners, external government agencies, the JMB, research organisations, tourism operators, neighbouring groups, fishers, and industry stakeholders.
- Provide leadership and mentoring to Rangers and Sea Country employees, supporting workforce planning, capability development, and culturally aligned, safe and effective operations.
- Support cultural governance frameworks and Traditional Owner-led decision-making across all marine operations.
- Oversee program budgets, compliance reporting, and assist with grant development and funding proposals.

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- Work collaboratively across the Sea Country and Healthy Country team to share knowledge, coordinate joint activities, and strengthen integrated land-and-sea management through mutual learning.
- Ensure strong WHS practices across all marine activities and contribute to risk management and continuous improvement in safety.

About you:

You're a proactive and professional individual with a strong sense of cultural respect. We're looking for someone who brings a strong mix of operational leadership, cultural awareness, and strategic capability, as well as:

- 5+ years' experience in marine, conservation, or natural resource management in remote Australia, supported by relevant tertiary qualifications or equivalent experience.
- Experience working with Indigenous communities, including delivering conservation, community development, training, or capacity-building programs.
- Broad operational skills across marine patrols, marine science, cultural programs, visitor management, and infrastructure.
- Strong leadership capability, including team management, planning, training and performance oversight.
- High-level stakeholder engagement experience across government, community, and industry.
- Financial management competence, including budgeting, reporting, compliance, and securing grants and/or partnerships.
- Experience with Healthy Country Planning / Conservation Action Planning / Open Standards (desirable).

Other Key Requirements:

- Coxswain Grade 1, 2 or 3 (required)
- Valid C Class Driver's Licence
- First Aid Certificate
- Manual License with 4WD experience would be highly desirable.
- Ability to obtain and maintain:
 - Working with Children Check
 - National Police Clearance
 - First Aid Certificate
- Ability to work safely on water and in remote marine environments.
- Comfortable travelling in light aircraft and helicopters, and able to maintain the physical fitness needed for remote Kimberley conditions.
- Able to pass a Pre-employment medical (including drug & alcohol screening)

About the Dambeemangaddee people:

We are the Traditional Owners of the land and waters along the north-west Kimberley coastline, extending from the Robinson River, just north of Derby to the Prince Regent River in the far north of the Kimberley region in WA. It has been our home for many thousands of years. We carry the cultural responsibilities of our ancestors to look after Country. Our Country is of great conservation significance, home to many threatened and endemic species, mighty rivers, coral reefs, powerful whirlpools, rugged cliffs, sandy beaches, and more than 700 islands. Dambeemangaddee are part of the Wandjina Woongudd community. We all share a unique body of beliefs and cultural practices we maintain strong connections to our land through our Law, Culture, songs and stories. We visit our Country when we can and have set up homeland communities on our remote coastline. We want to return to Country, live on our homelands, regain control, and teach future generations.

About the Corporation:

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Dambimangari Aboriginal Corporation (DAC) is a small, community-driven organisation based in one of the most remote and spectacular regions of the Kimberley. We represent and work for the Dambimangari Traditional Owners, guided by Law and Culture. With a team of over 50, most of whom are Traditional Owners, DAC delivers a wide range of programs and services that support our people, protect Country, and strengthen culture. Our key functions include:

- Managing Native Titles and stakeholder engagement (mining, tourism, development)
- Members Services in health, education and wellbeing
- Land and sea management, including ranger programs and marine parks
- Cultural heritage and Visitor management.
- Economic development and Remote infrastructure
- Corporate Services (finance, admin, payroll)

Ready to Apply?

If you're passionate about making a difference and ready to support a dynamic team, we'd love to hear from you! Learn more about DAC and the Dambeemangaddee people: www.dambimangari.com.au

For more information about the position, please email dambi@wcasolutions.com or call (08) 9383 3293