




## Position Details

### Manager – Grazing Team

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|  |  |  | <h2>ABOUT US</h2> |
| <p>Mackay or Proserpine</p>   | <p>Full-time<br/>\$112,000 - \$125,000 p.a.</p>                                   | <p>Land and Water<br/>Grazing</p>  |                   |

## Position Overview

The Manager – Grazing is responsible for leading, supporting, and developing the Grazing team to deliver high-quality natural resource management outcomes across the Mackay Whitsunday Isaac region.

This role focuses on people leadership, team capability, and program oversight, ensuring projects are delivered effectively through a supported, engaged, and high-performing workforce. The Manager – Grazing provides both operational and technical leadership, supports workforce planning, and fosters a positive, inclusive, and psychologically safe team environment.

This role is suited to a collaborative leader with experience in grazing land management and team leadership, who can balance people management, program delivery, and stakeholder engagement in a dynamic NRM environment.

Key responsibilities include, but are not limited to:

#### People Leadership and Team Development

- Provide day-to-day guidance, and support to the Grazing team Coach, mentor, and develop staff to build capability and professional growth
- Conduct regular one on one and team meetings
- Foster a respectful, inclusive, and psychologically safe team culture
- Identify training needs and support for team members
- Support staff wellbeing and promote a collaborative environment

Reef Catchments is the Natural Resource Management (NRM) organisation for the Mackay Whitsunday Isaac region. We facilitate change and work for long-term solutions to sustain, protect, and improve our region’s natural resources and environment, both now and into the future.

Our team are skilled and outcome-focused people who are all dedicated and motivated to facilitate positive change in the Mackay Whitsunday Isaac region. We do this through listening, respecting and connecting with landholders, industry, first nations people and the community. Our local connections and insights are enhanced by an ongoing commitment to embracing new technologies and adapting to evolving standards.

## Program and Project Delivery Oversight

- Lead planning and coordination of projects within the Grazing program
- Oversee project delivery to ensure outcomes are achieved within scope, timeframe, and budget
- Monitor project schedules, risks, and team workloads
- Support staff to plan and prioritise project activities
- Identify barriers to delivery and provide problem-solving support
- Contribute to development of proposals and funding applications
- Ensure activities align with best practice grazing land management

## Stakeholder Engagement and Technical Leadership

- Build strong relationships with graziers, landholders, and industry stakeholders
- Provide credible technical guidance on grazing land management
- Represent Reef Catchments at meetings and forums
- Support stakeholder engagement through working groups and partnerships
- Collaborate with internal teams to support cross-program delivery
- Maintain effective communication between team, leadership, and stakeholders

## About You

You are a people-focused leader with experience supporting teams to deliver practical outcomes in grazing, agriculture, or natural resource management environments. You enjoy coaching and mentoring staff, building capability, and creating a supportive and collaborative team culture.

You bring strong organisational and communication skills and are comfortable balancing team leadership with project oversight and stakeholder engagement. You are confident working with graziers and industry stakeholders and can provide credible technical guidance supported by practical knowledge of grazing systems.

You lead with clarity and empathy, are proactive in addressing challenges, and are committed to fostering a respectful and inclusive workplace. You value collaboration, accountability, and continuous improvement, and enjoy working in a purpose-driven organisation delivering meaningful outcomes.

## About Reef Catchments – Who we are

Reef Catchments are the not-for-profit, non-government natural resource management (NRM) organisation for the Mackay Whitsunday Isaac region. We facilitate change and work for long-term solutions to sustain, protect, and improve our region's natural resources and environment, both now and into the future.

[Read more on our Vision and Values here](#)

This role provides a rewarding professional career path and considerable work/life balance benefits. We offer a flexible and positive work environment, with an opportunity to enhance and build your skills and experience.

[Read more on why you'll love working with us](#)

## Benefits of working with us

- Professional development opportunities
- Career progression and succession planning
- 5 weeks annual leave
- Team building activities
- Wellness incentives
- Supportive and collaborative team culture

To learn more about the benefits of working for Reef Catchments, please visit the website:  
<https://reefcatchments.com.au/careers/>

## Selection Criteria

- Demonstrated experience leading or supervising teams
- Experience working in grazing, agriculture, land management, or NRM environments
- Bachelor of Science or equivalent discipline
- Experience managing projects and coordinating team workloads
- Proven stakeholder engagement and relationship management capability
- Strong communication, reporting, and organisational skills
- Ability to balance people leadership with operational delivery
- Understanding of WHS and safe work practices
- Current and valid Driver's Licence

## Desirable but not essential

- Certificate IV Leadership and Management
- Experience in natural resource management or not-for-profit sector
- Technical knowledge of grazing systems and land management practices

## How to Apply

*To apply for this position, please submit a cover letter addressing the selection criteria and about your sections of this advertisement along with a copy of your current, up to date Resume for consideration.*

*For further information, please contact Human Resources on (07) 4968 4200 or email [careers@reefcatchments.com](mailto:careers@reefcatchments.com)*

*Please forward your application to [careers@reefcatchments.com](mailto:careers@reefcatchments.com) by 5pm Wednesday 04 June 2026.*

*We are looking to fill this role as soon as possible and will be reviewing and interviewing applications as they arrive. So don't delay, apply today!*