

Manager -Sugarcane

Not just a manager.

- Some days it's a funding report.
- Some days it's talking cane with growers.
- Every day is backing your team.

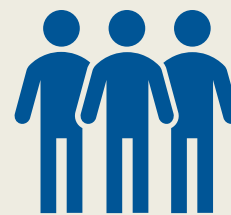
About Reef Catchments



Mackay or Proserpine



Two-year contract



Sugarcane Team

At Reef Catchments, the work you do has a lasting impact on the places, communities and industries that make the Mackay Whitsunday Isaac region unique.

Reef Catchments is the natural resource management (NRM) organisation for the Mackay Whitsunday Isaac region. We work with landholders, Traditional Owners, industry, community groups, researchers and government to improve the region's land, water and biodiversity.

Our projects deliver practical, on-ground outcomes. Whether it's improving water quality flowing to the Great Barrier Reef, restoring wetlands and habitats, supporting sustainable agriculture, or helping local communities care for the environment, we're focused on projects that make a real difference across our region.

We're a team of people who enjoy working together to solve problems, build partnerships and deliver results. We value different perspectives and experiences because they help us make better decisions and achieve improved outcomes for the region.

If you're looking for a role where you can see the difference your work makes, you'll find it at Reef Catchments.

Position Overview

The Manager - Sugarcane leads the planning, resourcing and delivery of Reef Catchments' Sugarcane sub-program to achieve measurable natural resource management, water-quality and sustainable agriculture outcomes. The role translates organisational and program priorities into practical work plans, project delivery arrangements, technical and extension priorities, workforce requirements, budgets, monitoring and reporting.

Working with the Program Director - Land and Water, Sugarcane staff, and delivery partners, the Manager provides leadership to the team, oversees funded project obligations, supports landholder practice change, and maintains relationships with industry, government, Traditional Owners, research organisations, funders,



and community partners. The role is accountable for delivery within the approved scope, budget, timeframes, policies, and delegations, and for escalating material strategic, financial, contractual, safety, or reputational matters.

Key Responsibilities:

- Lead the planning, resourcing and delivery of Sugarcane sub-programs and projects.
- Lead, support and develop the Sugarcane team, including workforce planning, performance management, coaching and capability development.
- Manage project budgets, resources, milestones, risks and funding obligations to ensure delivery within approved scope and timeframes.
- Build and maintain strong relationships with sugarcane growers, industry, government, Traditional Owners, research organisations, funders and community partners.
- Support landholder practice change and the delivery of sustainable agriculture and water-quality outcomes across the region.
- Oversee project monitoring, evaluation, reporting and quality assurance, ensuring funding and organisational requirements are met.
- Identify opportunities for future funding, partnerships and program development, including contributing to funding proposals and project design.
- Represent Reef Catchments at relevant industry, community, technical and program forums.
- Provide clear advice to the Program Director on program performance, emerging risks, resourcing needs and strategic opportunities.
- Support continuous improvement across the Sugarcane program by using project outcomes, stakeholder feedback and lessons learned to improve future delivery.
- Ensure the team and delivery partners operate safely and in line with WHS, contractual, funding and organisational requirements.

Capabilities, knowledge and skills

- Strong leadership and people-management capability, including workforce planning, recruitment, performance management, coaching and capability development.
- Strong program and project management skills, including planning, resourcing, budgets, schedules, monitoring, evaluation, risks, milestones and reporting.
- Sound understanding of natural resource management and the delivery of agriculture-related programs and projects.
- Ability to manage funded projects, contractual and corporate obligations, quality assurance requirements and continuous improvement.
- High-level written communication skills, including project and program reports, funding proposals, briefs and project communications.
- Confident stakeholder engagement, facilitation and relationship management across community, industry and government.
- Sound judgement, initiative and problem-solving, including timely escalation of material delivery, financial, people or reputational risks.
- Ability to manage competing priorities, foster a constructive and inclusive workplace and use Microsoft 365 and relevant project and information systems.

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Benefits Include

- Five weeks annual leave
- Flexible working arrangements
- Up to \$2,000 per year toward professional development
- Work locally in the Mackay, Whitsundays region
- Be part of a growing and continuously improving business
- Additional paid day off at Christmas
- Career development and progression opportunities
- Team building and wellbeing initiatives
- Local Employee Assistance Program
- Retention incentives at 3 years, 5 years and 7 years of continuous service
- Opportunity to contribute to meaningful environmental and community outcomes

Selection Criteria

Applicants will be able to demonstrate their ability to meet the following criteria:

Essential

- Significant experience leading programs or a portfolio of projects, including planning, resourcing, budgets, delivery, monitoring, evaluation and reporting.
- Demonstrated experience leading staff and managing recruitment, performance, workforce planning and capability development.
- Demonstrated experience managing project or program obligations, quality assurance, reporting and continuous improvement.
- Demonstrated experience building productive relationships with community, industry, government and other delivery partners, together with capacity to work periodically on weekends and outside ordinary business hours where required.

Highly Desirable

- Experience in natural resource management, agriculture or a related program-delivery environment.
- Experience supporting funding proposals, grant or funding agreements and project assurance requirements.
- Experience with monitoring and evaluation, surveys, quality monitoring or other evidence used to assess project outcomes.
- Knowledge of the Mackay Whitsunday Isaac region, its stakeholder networks and natural resource management priorities.

How to Apply

Please submit your cover letter addressing the Selection Criteria with a copy of your current resume online via the Reef Catchments website, Seek, or by email to careers@reefcatchments.com as soon as possible.

Applications close Wednesday, 21 October 2026 with applications reviewed as received and interviews potentially commencing before the closing date.

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