



Anangu Pitjantjatjara Yankunytjatjara



CANDIDATE PACK

GENERAL MANAGER (CEO)



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Introduction

The Anangu Pitjantjatjara Yankunytjatjara Lands (APY) is home to almost 3,000 residents. The Anangu culture is strong and Pitjantjatjara/Yankunytjatjara is the first language. The scenery is spectacular and includes the Everard, Musgrave and Mann Ranges.

There are seven main communities and a number of homelands. Communities are small and very remote, with 200-650 residents in each.

All visitors to the APY Lands require a permit to travel and work on the Lands. Alcohol is strictly not permitted.

Umuwa

Umuwa is a service centre for the Anangu Pitjantjatjara Yankunytjatjara Lands and is located 25 kms south of Pukatja (Ernabella), 35kms north of Kaltjiti (Fregon) and 460 kms south-west of Alice Springs.

Umuwa was built in 1991 to house the administration and services infrastructure and as such is less like the nearby communities of Pukatja and Kaltjiti.

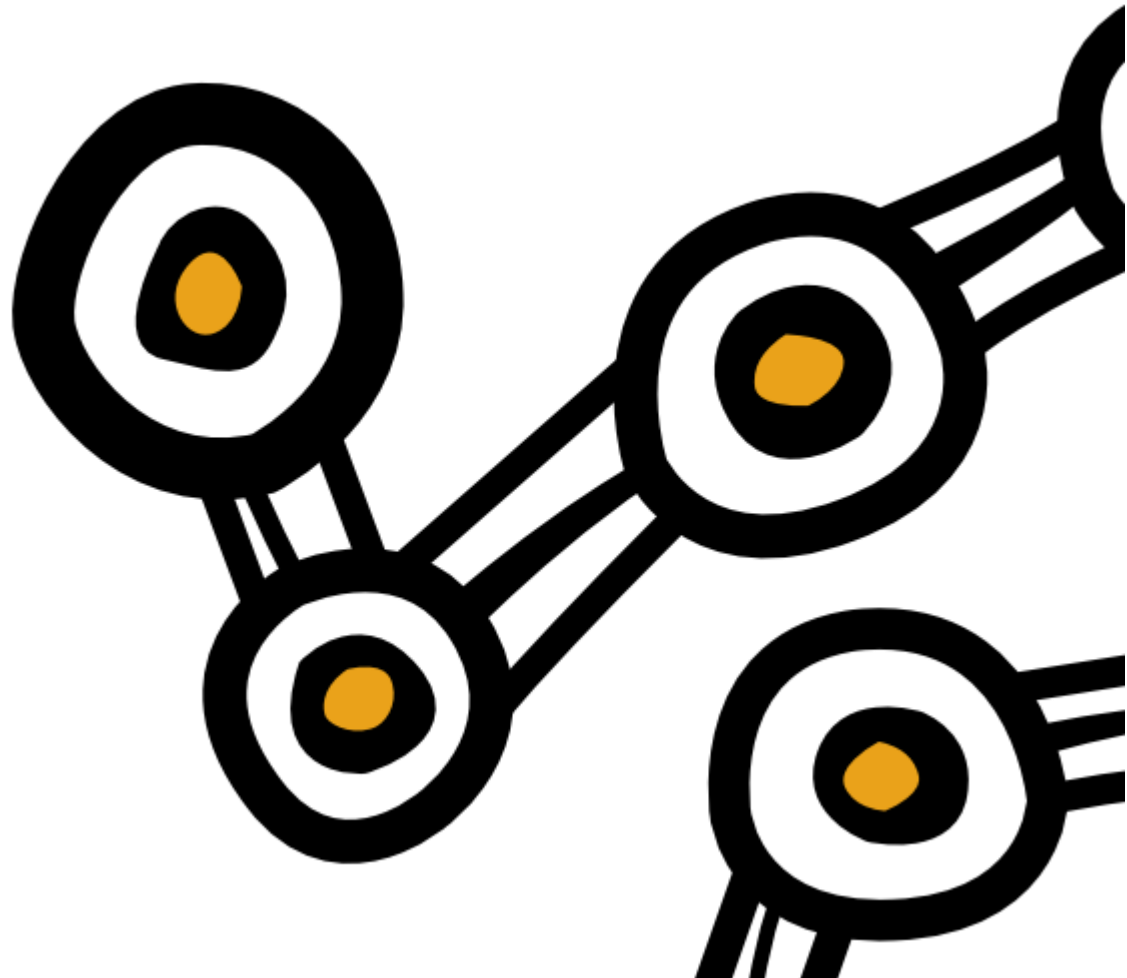
There are a number of non-government agencies and other facilities that operate from Umuwa.

- The APY Trade Training Centre is a purpose-built facility appointed with contemporary industry-standard equipment and comprises a commercial kitchen and learning spaces for horticulture, rural operations, automotive, metal fabrication and construction. It provides high quality industry standard vocational courses focused on realistic employment outcomes in the communities.
- RASAC (Regional Anangu Services Aboriginal Corporation), a separately incorporated body, looks after some roads and some municipal services.
- Nganampa Health is a community-controlled health service.
- PY Media is well positioned to provide not only daily radio programming, but video, multimedia and interactive services, information delivery and media education for all communities and for all agencies on the Lands.
- The NPY Women's Council also has an office working from Umuwa.

- There is a significant State government presence with residential accommodation for Police, Housing SA, Corrections and Families and Communities staff working on the APY Lands.

Community services in Umuwa are very limited with no community store, clinic or school- which are in operation in nearby Pukatja. There is a public phone and diesel fuel can be purchased from APY. A mail plane arrives on Thursdays and provides a limited passenger and freight service.

The nearest stores are at Pukatja (Ernabella) 25 kms north and Kaltjiti (Fregon) 35 km south, with supplies arriving by truck weekly. TV reception includes ABC and SBS.

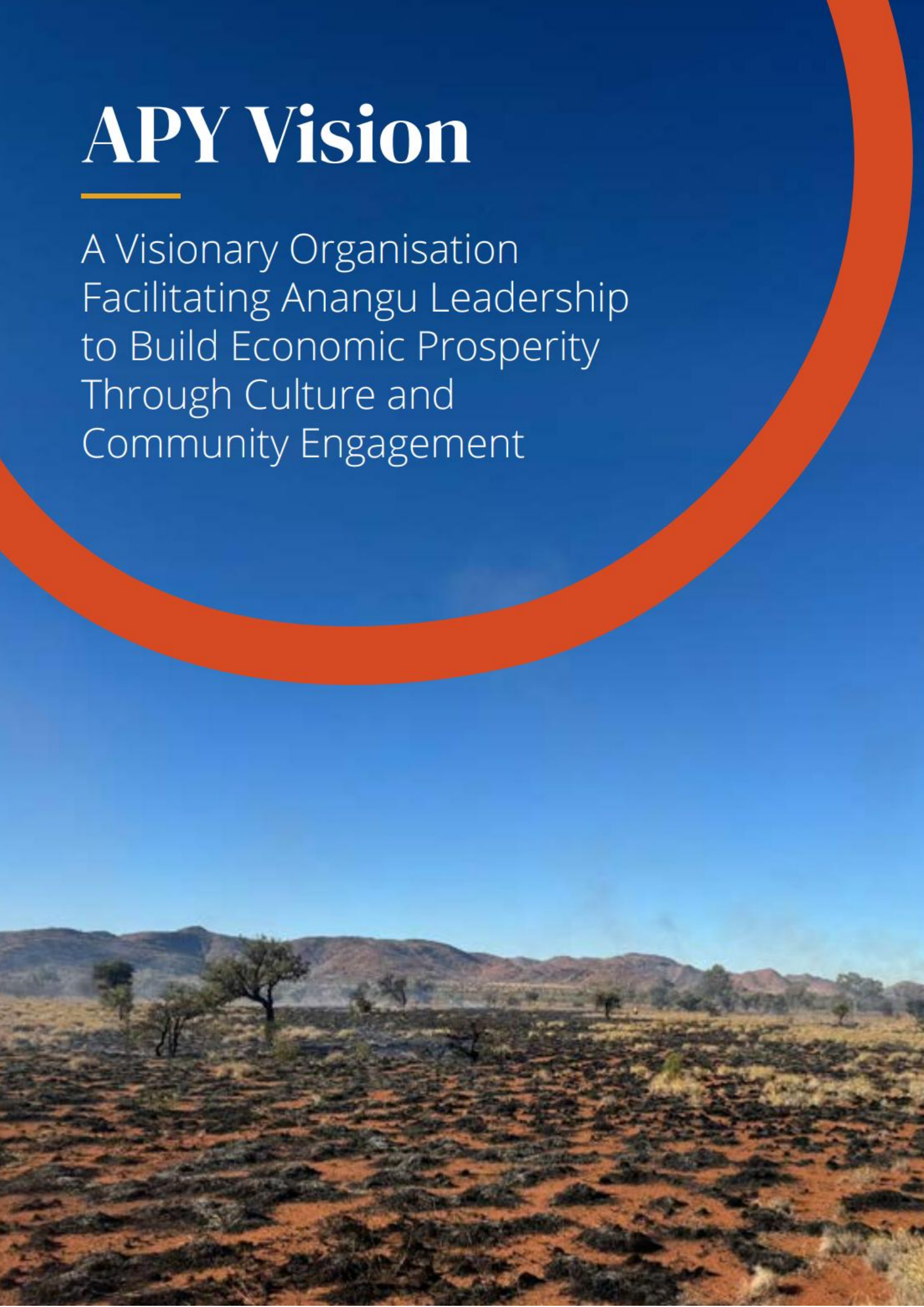


APY Vision and Purpose



APY Vision

A Visionary Organisation
Facilitating Anangu Leadership
to Build Economic Prosperity
Through Culture and
Community Engagement



Our Purpose



To provide a service of excellence in all aspects of management, self-determination and self-reliance as determined by all Anangu, speaking through one voice together.



To implement the provisions of the APY Lands Rights Act 1981 to achieve the full intent.



Facilitating and assisting the cultural, economic development, social and environmental aspirations of Anangu.



Supporting the advancement of Anangu in employment, education and business opportunities.



Working with our stakeholders to increase Anangu economic opportunities to build their employability and leadership capacity.



Building a framework between APY and community councils to strengthen community leadership and community council sustainability through the APY Land Rights Act.

APY Executive Board Members



Pipalyatjara/Kalka
Tony Yaluritja Paddy



Pipalyatjara/Kalka
Yangi-Yangi Fox



Kanpi, Nyapari, Angutja & Watarru
Anton Witurpa Baker



Kanpi, Nyapari, Angatja & Watarru
Marita Emily Baker



Iwantja, Amuruna, Railway Bore, Witjinitija & Wallatina
Bernard Singer



Amata & Tjurma
Owen Burton



Amata & Tjurma
Tjutjana Burton



Kaltjiti, Irintata & Watinuma
Murray George



Kaltjiti, Irintata & Watinuma
Rita Rolley



Iwantja, Amuruna, Railway Bore, Witjinitija & Wallatina
Karina Lester



Pukatja, Yunyarinyi, Anilalya & Turkey Bore:
Trevor Y Adamson



Pukatja, Yunyarinyi, Anilalya & Turkey Bore:
Sharon Achee



Mimili
Willy Pompey
Vice Chairperson



Mimili
Julianne Campbell

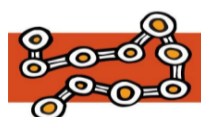
Overview

About the Role

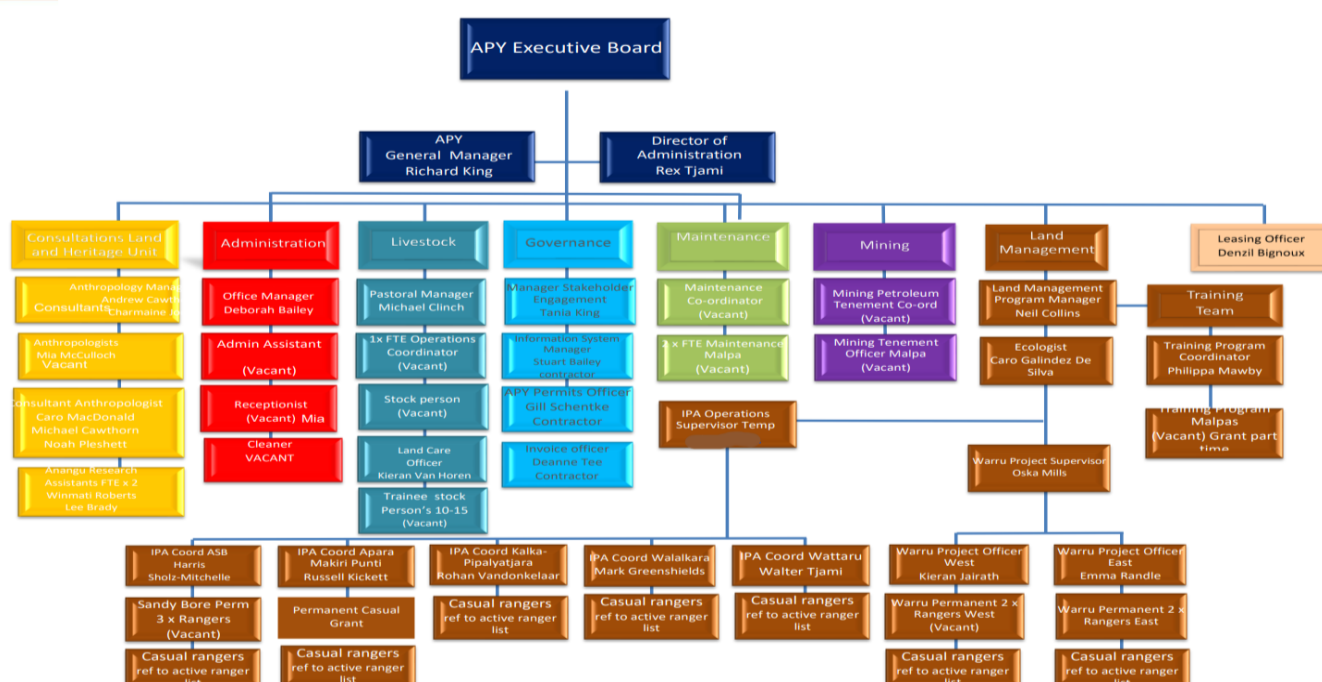
The General Manager (CEO) is the senior operational leader of APY. Reporting to the APY Executive Board, the General Manager (CEO) is responsible for governance, management, and delivery of strategic objectives.

Key Responsibilities

- Implement Executive Board resolutions in a timely and effective manner
- Oversee organisational governance, finances, risk management, and compliance
- Lead operations across anthropology, land management, pastoral programs, mining, administration, and infrastructure
- Manage \$10M budget and 150 staff
- Build and maintain strong stakeholder relationships with government, communities, and partners
- Uphold the *Anangu Pitjantjatjara Yankunytjatjara Land Rights Act 1981 (the Act)* and ensure cultural integrity in all operations



**Anangu Pitjantjatjara Yankunytjatjara
Organisation chart 2023**



About You

The successful candidate will demonstrate:

- Extensive management experience in Aboriginal-controlled or Board-governed organisations
- Proven ability to manage multidisciplinary teams in remote, culturally complex environments
- High-level governance, financial, and risk management capability
- Strong political awareness, cultural competence, and resilience
- Ability to balance operational leadership with respect for Anangu cultural authority
- Qualifications in management, law, governance, or related fields are highly regarded.

Rewards and Benefits

- Salary package circa \$250,000 (negotiable)
- 8 weeks annual leave
- Fully furnished housing in Umuwa, with utilities included
- Landcruiser vehicle with limited private use
- Salary packaging available (PBI status)
- Relocation assistance and travel allowances
- Whilst the role is based in Umuwa, travel to Adelaide and other locations is required to advance the interests of Anangu

Annual Reports & Financials

Review the APY Annual Report and Financial Statements to gain deeper insight into the organisation's performance, strategic focus, and contributions to the APY Lands. These documents highlight APY's achievements, governance strength, and priorities for the future. They provide valuable context for the opportunities and responsibilities that come with the role of General Manager (CEO).

- [2023 – 2024 Annual Report & Financials](#)

Recruitment Process

Enquiries

Prospective applicants are encouraged to please contact Belinda Beltz, Managing Director of The BelRose Group, at **0409 002 654** or Brie Christodoulou, Recruitment Lead of The BelRose Group, at **0405 123 145**.

Your Application

Applications for this position should include the following:

- **Resume**
A detailed resume outlining your employment history, educational qualifications, relevant experience, and contact details.
- **Cover Letter**
Your cover letter serves as your first opportunity to highlight your interest in the role and how your background aligns with this role, the organisation's goals and priorities.

All applications should be submitted via The BelRose Group website:
<https://belrosegroup.com.au/jobs-list/> by 5pm Sunday 19th October 2025.

Selection Process

Advertising and Search

You may be contacted for further discussion regarding your application during the advertising and search phase, which will take place up until the closing date of applications.

Application Review and shortlisting

In collaboration with our client, following the close of applications, The BelRose Group will finalise and review all applications and agree on a shortlist based on applications and screening.

Screening Candidates

Screening may involve initial interviews with a The BelRose Group consultant to clarify various details and compile a more comprehensive profile of your application.

Selection for interview will be based on how well you have provided comparative information compared to other applicants and what skills and experience you can bring to the role. You will be contacted in advance to arrange a suitable time to attend.

If you are not selected for a screening interview, you will be notified by email.

Selection Panel and Interview

Subject to the screening process referred to above, applicants will be ranked by merit and a shortlist developed for our client to determine candidates which will be progressed to the Selection Panel Interviews.

The proposed interviews will take place in October / November with the selection panel comprising of Administrator and APY Elected Members.

Important Note: Please do not contact the Selection Panel or client directly. All questions and applications must be submitted through **The BelRose Group** to ensure consistency and confidentiality in the process.

Reference Checks

At the appropriate time, information may be sought from shortlisted candidates' nominated referees. Your permission will be sought prior to any contact being made. Confidentiality is assured.

Background Checks

Please be advised that the preferred candidate may be required to undergo background checks which will include a National Police Check.

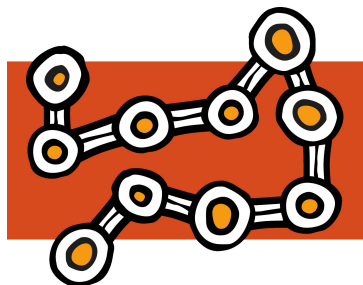
Application Timeframe

Applications open on Thursday 25th September 2025.

If you require any assistance during the application process, please contact Brie, Recruitment Lead of **The BelRose Group** on Brie@belrosegroup.com.au or 0405 123 145.

ANNEXURE A – Position Description

General Manager (CEO)



Anangu Pitjantjatjara Yankunytjatjara

A.B.N. 77 261 612 162

PMB 227 Umuwa via Alice Springs NT 0872

Phone: (08) 8954 8111 Fax: (08) 8954 8110

Website: www.anangu.com.au

General Manager APY

JOB DESCRIPTION

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|---------------------|--|-----------------|-------------------|--------------|------------------------------------|-----------------|----|--------|---|-------------------|---------------------------|-----------------|--------------------------|----------------|--|------------|-----------------------------------|----------|--|
| Work unit | Anangu Pitjantjatjara Yankunytjatjara | | | | | | | | | | | | | | | | | | |
| Reports To | APY Executive Board (14 Elected members) | | | | | | | | | | | | | | | | | | |
| Location | Umuwa, Anangu Pitjantjatjara Yankunytjatjara (APY) Lands, South Australia | | | | | | | | | | | | | | | | | | |
| Term | 3 year appointment (with options for extension) | | | | | | | | | | | | | | | | | | |
| Salary | Circa \$250,000 package | | | | | | | | | | | | | | | | | | |
| Supervises: | <ul style="list-style-type: none">• Director of Administration• Manager Stakeholder Engagement• Mining Tenement Liaison Officer• Anthropology Services Manager• Office Manager• Systems Compliance Manager• Infrastructure Manager and Maintenance team.• (Total approx 150 Staff Members across the organisation) | | | | | | | | | | | | | | | | | | |
| Remuneration | <table><tr><td>Classification:</td><td>N/A (above award)</td></tr><tr><td>Salary Band:</td><td>as negotiated with Executive Board</td></tr><tr><td>Hours per week:</td><td>38</td></tr><tr><td>Leave:</td><td>In accordance with APY EA Annual leave – 6 weeks</td></tr><tr><td>Additional Leave:</td><td>Wellbeing leave – 4 weeks</td></tr><tr><td>Superannuation:</td><td>Statutory, currently 11%</td></tr><tr><td>Accommodation:</td><td>Three bedroom partly furnished house in Umuwa,</td></tr><tr><td>Utilities:</td><td>Provided – power, water, Internet</td></tr><tr><td>Vehicle:</td><td>Landcruiser, includes private use within South Australia</td></tr></table> <p>Other benefits: (terms and conditions apply)</p> <ul style="list-style-type: none">• Relocation assistance - negotiated, available upon initial arrival and final departure from role• Additional allowance for travel for leave.• Salary packaging - APY is a PBI and employees are eligible to salary sacrifice benefits. | Classification: | N/A (above award) | Salary Band: | as negotiated with Executive Board | Hours per week: | 38 | Leave: | In accordance with APY EA Annual leave – 6 weeks | Additional Leave: | Wellbeing leave – 4 weeks | Superannuation: | Statutory, currently 11% | Accommodation: | Three bedroom partly furnished house in Umuwa, | Utilities: | Provided – power, water, Internet | Vehicle: | Landcruiser, includes private use within South Australia |
| Classification: | N/A (above award) | | | | | | | | | | | | | | | | | | |
| Salary Band: | as negotiated with Executive Board | | | | | | | | | | | | | | | | | | |
| Hours per week: | 38 | | | | | | | | | | | | | | | | | | |
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| Additional Leave: | Wellbeing leave – 4 weeks | | | | | | | | | | | | | | | | | | |
| Superannuation: | Statutory, currently 11% | | | | | | | | | | | | | | | | | | |
| Accommodation: | Three bedroom partly furnished house in Umuwa, | | | | | | | | | | | | | | | | | | |
| Utilities: | Provided – power, water, Internet | | | | | | | | | | | | | | | | | | |
| Vehicle: | Landcruiser, includes private use within South Australia | | | | | | | | | | | | | | | | | | |

Position Objective

The objective of the General Manager position is to implement resolutions of the Executive Board on behalf of the traditional owners of the APY Lands and undertake the day to day management and leadership responsibilities of the Anangu Pitjantjatjara Yankunytjatjara.

The role requires the co-ordination and delivery of Anthropology services and Land Management across the APY while upholding the wishes and cultural integrity of Anangu.

The General Manager will be required to uphold the requirements of the Anangu Pitjantjatjara Yankunytjatjara Land Rights Act 1981.

Position Responsibilities

Leadership

- Lead and manage APY within the requirements of the Anangu Pitjantjatjara Yankunytjatjara Land Rights Act 1981 from which the APY Lands are governed.
- Work closely with the Executive Board of 14 elected representatives of APY communities, within the established governance frameworks
- Work with the Executive Board and in consultation with community to establish the strategic plan.
- Set corporate objectives and targets, measure corporate performance against the objectives and targets on a yearly basis in accordance with the strategic plan and the Quality system.
- Work with the Director of Administration to implement resolutions with the Executive Board in a timely and efficient manner.
- Demonstrate high level capabilities in governance, risk management financial planning, budgeting, media and communication management.
- Lead, co-ordinate and oversee consultation and infrastructure programs to the communities across the APY lands.
- Manage and oversee the relevant APY Units, which include Land Management, Administration, Pastoral, Mining, Anthropology, Maintenance/Development unit, Leasing team and various contractors and consultants regarding aligned activities.
- Manage and promote a safe working environment for employees and visitors.
- Adhere and uphold the Code of Conduct for APY employees and Executive Board members.

Stakeholders

- Foster and build opportunities to brief the Minister for Aboriginal Affairs on the progress of the APY Executive Board and emerging issues across the APY lands.
- Liaise with Federal, State and Local Government departments on policy development and delivery of funded projects on behalf of the Executive Board.

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| | <ul style="list-style-type: none"> • Monitor and manage communications with media and various other external parties to uphold the reputation and good standing of APY. • Monitor and maintain all freedom of information requests in line with the freedom of information legislation and the APY Land Rights Act. |
| Financial | <ul style="list-style-type: none"> • Develop and manage the budgets and expenditure of the APY and ensure the accounts are kept and the funds are expended in line with funding agreements. • Ensure the assets and resources of the APY are properly managed and maintained. • Manage and implement the procurement of goods and services through an APY endorsed procurement process. • Ensure that administrative and accounting practices are in place to enable: <ul style="list-style-type: none"> • Accurate and up to date records of all funding agreements, funding reports and schedules on site for quick reference. • Internal records are accurate, securely kept and maintained. • Maintain code costs and cost centre budget lines to ensure compliance and reconciliation are in line with approved budget funding. • Monitor and review cost codes as required to ensure that they are accurate and reflect the current funded projects. |
| Human Resources | <ul style="list-style-type: none"> • Leadership of all APY staff to maintain a positive organisational culture, maintain strong performance, and develop staff skills and capabilities. • Responsible for appointing, managing, suspending and dismissing the employees of Anangu Pitjantjatjara Yankunytjatjara. • Manage and oversee the Administration team and the head office in Umuwa. |
| Position Accountabilities | <p>Corporate Accountability</p> <ul style="list-style-type: none"> • Maintain accurate records as outlined in the APY Land Rights Act. • Manage and keep up to date APY Insurance compliance and Annual Audits for the Organisation. • Must manage and enforce the APY Code of Conduct. • Must foster and build opportunities to brief the Minister for Aboriginal Affairs on the progress of the APY Executive Board and emerging issues across the APY lands. • Communicate information confidently in public and confidentially in private to third parties when required. <p>Safety Accountability</p> |

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| | <ul style="list-style-type: none"> • Ensure the health and safety of workers of the APY and those carrying out work for the APY. • Provide adequate provisions for the maintenance of a workplace environment. • Provide adequate provisions for training, instructions and or supervision to ensure employees and subcontractors can work in a safe environment. • Provide adequate provisions for the monitoring of workplace safety and ensure the administration of rectification measures where safety risks are not adequately mitigated. • Consult with Employees on matters concerned with safety. <p>Quality Systems Accountability</p> <ul style="list-style-type: none"> • Provide adequate provisions for the development, implementation and maintenance of a management system consistent with the provisions outlined in the ISO 9001 standard. • Set corporate objectives and targets and measure corporate performance against the objectives and targets on a yearly basis that form the basis of the corporate strategic plan. • Provide adequate resources for the collection and analysis of Key Performance Indicators (KPI's) • Approve the implementation of corporate documents, including; Procedures, Policies, Manual and Forms. |
| <p><i>This job description serves to illustrate the scope and responsibilities of the post and is not intended to be an exhaustive list of duties.</i></p> | |

| Candidate Requirements | |
|------------------------|---|
| Essential Requirements | <ul style="list-style-type: none"> • Extensive management experience in an Aboriginal organisation run by an Executive Board. • Proven ability to manage multi-disciplinary, diverse workforce and logistics in a remote setting. • Demonstrated capability working with Federal, State and Local Government within a community organisation. • Proven ability and experience managing and maintaining accurate records of budgets in excess of \$10 million across multiple program delivery funding lines. • Ability to understand and work within legal frameworks, current legislation and the Anangu Pitjantjatjara Yankunytjatjara Land Rights Act 1981. Knowledge of current Human Resources legislation and Freedom of Information an advantage. • Experience in at least some aspects of APY's operational works such as managing the maintenance of private roads and infrastructure in |

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| | <p>line with Federal and State requirements, land management, mining, pastoral and fleet management.</p> <ul style="list-style-type: none"> • Experience living and working in a cultural setting in remote Aboriginal communities where English is a second language. |
| Other Requirements | <ul style="list-style-type: none"> • Experience working in highly political environments. • Ability to manage stress and build personal resilience. • Experience and or skills in managing social media in conjunction with mainstream media entities and demands • Knowledge of APY region and services. and /or ability to speak / understand Pitjantjatjara and Yankunytjatjara is not essential but will be well regarded |
| Qualifications/Education | <ul style="list-style-type: none"> • Degree from a recognised Australian University in a relevant field, Masters or post-graduate qualifications are well regarded • Current drivers' licence • Police check and history of good standing • White card (OHS) • Certificates in the field of work. |