



Saltbush
SOCIAL ENTERPRISES



IDENTIFIED POSITION

2x Board Director (Non-Executive)

Candidate Information Pack

Northern Territory | September 2026
Aboriginal and/or Torres Strait Islander applicants only

Contents

A practical overview of Saltbush, the Board opportunity and the application process.

IN THIS PACK

- 03 About Saltbush

- 04 Vision, mission and values

- 05 Strategic direction and services

- 06 Where Saltbush works

- 07 Our 2024-25 impact

- 08 The Board opportunity

- 09 Appointment and governance

- 10 Responsibilities and candidate profile

- 11 Current Board

- 12 How to apply

A Board role with practical influence

Contribute to Aboriginal-led governance, strategic oversight and measurable outcomes across the Northern Territory.

OPPORTUNITY SNAPSHOT

- VOLUNTARY**
Part-time Non-Executive appointment
- TERM**
Up to three years, with a maximum of three consecutive terms
- MEETINGS**
Minimum six Board meetings each year, plus preparation
- ELIGIBILITY**
Applicants must be Aboriginal and/or Torres Strait Islander.
- LOCATION**
Northern Territory-wide organisation
- APPLICATIONS**
Reviewed as received and open until suitable appointments are made



About Saltbush

Building pathways to better futures for Aboriginal Territories.

WHO WE ARE

Saltbush Social Enterprises is an Aboriginal, not-for-profit organisation established in 2016 by a group of long-term local businesswomen. It was created to provide practical, tailored opportunities that strengthen self-determination for Aboriginal Territories.

Saltbush builds capacity and capability through wellbeing, education, training, employment and community-based support. Its “boots on the ground” approach is designed around local needs and practical pathways to sustainable outcomes.

Aboriginal led

Governance and services are guided by Aboriginal leadership, voice and community priorities.

Place based

Flexible delivery responds to local people, communities and priorities across the Territory.

Practical pathways

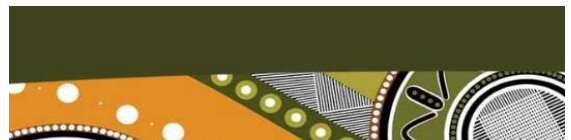
Programs connect participants with wellbeing, skills, employment and long-term stability.



Purpose in practice

- Support fair and equal opportunities for Aboriginal Territories.
- Strengthen resilience, inclusion and self-determination.
- Deliver culturally responsive services with measurable impact.

“A person with a job is a person with a future.”



Vision, mission and values

The purpose and behaviours that guide Saltbush.

OUR VISION

A Northern Territory that provides and supports fair and equal opportunities to achieve self-determination for all Aboriginal Territorians.

OUR MISSION

Saltbush responds to identified service gaps through practical, innovative solutions that support:

- physical, emotional and social wellbeing
- personal growth and stability
- education, employment, training and business development aspirations



OUR VALUES



STRONG

Tackle tough problems and keep seeking solutions.



QUALITY

Deliver reliable, respectful services that respond to community need.



TRUST

Be present, genuine and available for participants.



TEAMWORK

Draw on collective expertise to provide holistic support.



IMPACT

Build capacity so participants can make their own decisions.



ACTION

Walk beside participants and support practical progress.

Strategic direction and services

A clear strategy supported by practical programs and partnerships.

STRATEGIC GOALS

01 Empowering Aboriginal people towards self-determination

Enable people to identify and pursue their own goals and aspirations.

02 Person-centred service provision

Deliver culturally appropriate services tailored to person and place.

03 Collaborative partnerships

Work with complementary organisations to strengthen outcomes.

04 Supporting our people

Develop a capable workforce and foster Aboriginal employment.

05 Governance and transparency

Operate ethically, sustainably and with strong oversight.

CURRENT SERVICES

Employment Services

Indigenous Engagement Services

Foundation 2 Future

Indigenous Skills and Employment Program

SEE First Nations Program

Saltbush Training

Counselling and wellbeing services

School Nutrition Program

REAL Program - Tracks to Tomorrow

Programs evolve in response to community need, funding and partnership opportunities.

What this means for the Board

- Maintain focus on mission, impact and cultural integrity.
- Balance strategic ambition with sustainable governance and risk oversight.
- Support partnerships that extend capability and community outcomes.
- Monitor service quality, organisational capability and financial stewardship.
- Keep participant and community needs central to decision-making.
- Strengthen Aboriginal leadership across governance and operations.

Where Saltbush works

A Territory-wide footprint shaped by local priorities and service need.

Local solutions for local challenges

Saltbush tailors flexible services across the Northern Territory with a practical, community-based approach.



DARWIN

- Employment Services
- Indigenous Skills and Employment Program
- Wellbeing and Counselling
- Vocational Training
- SEE First Nations Program

ELLIOTT

- School Nutrition Program

TENNANT CREEK

- SEE First Nations Program
- REAL Program – Tracks to Tomorrow

ALICE SPRINGS

- Employment Services
- Foundation 2 Future
- Wellbeing and Counselling
- Vocational Training
- REAL Program – Tracks to Tomorrow

As at 2026 programs and locations may evolve in response to community need, funding and service design.

Our impact | 2024-25

A snapshot of participant engagement and service outcomes.

Practical pathways. Local delivery. Measurable outcomes.

The 2024-25 Annual Report records strong activity across employment, wellbeing, nutrition and training services.

EMPLOYMENT SERVICES

614

ENGAGEMENTS

110

EMPLOYMENT
OUTCOMES

WELLBEING

72

GROUP SESSIONS

313

INDIVIDUAL
SESSIONS

SCHOOL NUTRITION

12,233

MEALS SERVED

27

KIDS FED DAILY (UP
TO)

TRAINING SERVICES

99

ENROLMENTS

49

COMPLETIONS

Board oversight connects mission, service quality,
organisational capability and sustainable performance.

Source: Saltbush Social Enterprises 2024-25 Annual Report.

The Board opportunity

Contribute to an Aboriginal-led organisation delivering practical outcomes across the Territory.



A meaningful opportunity to influence strategy, governance and long-term impact.

IDENTIFIED POSITION

Saltbush is seeking Aboriginal and/or Torres Strait Islander people to serve as Non-Executive Directors.

The role is voluntary and part-time. Directors help shape the organisation's priorities, maintain strong oversight and support the continued development of culturally responsive services.

Strategic influence

Contribute to direction, priorities, partnerships and organisational sustainability.

Collective governance

Bring sound judgement, constructive challenge and shared accountability to Board decisions.

Community impact

Use expertise, lived experience, networks and cultural insight to strengthen outcomes.

Mandatory eligibility

This is an identified position. Applicants must be Aboriginal and/or Torres Strait Islander. Only applicants who meet this requirement are eligible to be considered.

Appointment and governance

The key governance settings and practical expectations for Directors.

Governance framework

- Saltbush Social Enterprises Limited is a public company limited by guarantee.
- The Board comprises 3-9 Directors, with a majority Aboriginal or Torres Strait Islander.
- The Board oversees strategy, responsible financial management, risk, compliance and performance.

Appointment and term

- Director terms are up to three years.
- A Director may serve a maximum of three consecutive terms.
- The Board approves nominations and members elect Directors at a general meeting.

Time commitment

- Attend and contribute to at least six Board meetings each year.
- Prepare by reviewing papers and key documentation.
- Participate in Board communication and decisions between meetings when required.

Participation and support

- Meetings may be held using technology where appropriate.
- Structured induction and ongoing support are provided.
- The Constitution and relevant Board documentation are available on request.

Voluntary appointment

Directors serve in a voluntary capacity. Reasonable expenses may be reimbursed in accordance with Saltbush policy.

This is an identified position. Applicants must be Aboriginal and/or Torres Strait Islander; appointment remains subject to the Saltbush Constitution.

Directors act collectively in the best interests of Saltbush and its purpose.



Responsibilities and candidate profile

What Directors contribute and the qualities that support effective Board participation.

KEY RESPONSIBILITIES

- Attend, prepare for and actively contribute to Board meetings.
- Provide strategic oversight and advice on organisational priorities.
- Support effective governance, risk management and compliance.
- Apply responsible financial and organisational stewardship.
- Review key documentation and engage between meetings where required.
- Share expertise, networks and insights to strengthen outcomes.
- Represent Saltbush in relevant community and sector forums.
- Promote Saltbush's mission, values and reputation.

CANDIDATE PROFILE

- **Mandatory: identifies as Aboriginal and/or Torres Strait Islander.**
- Relevant lived, community or professional experience aligned to Saltbush's work.
- Integrity, sound judgement and a willingness to share collective accountability.
- Respectful, culturally responsive and collaborative communication.
- An understanding of governance responsibilities, or readiness to learn.
- The time and energy to participate consistently in Board activities.

Previous Board experience is welcome but not required.

EXPERIENCE THAT MAY ADD VALUE

Aboriginal community leadership and cultural knowledge

Governance, legal, risk and compliance

Finance, audit and commercial acumen

Employment, training and workforce development

Wellbeing, social services and community development

Government, partnerships and stakeholder engagement

Digital, data and impact measurement

Current Board

Experienced leaders contributing governance, community, business and social sector perspectives.

Saltbush's Board provides strategic leadership and guidance to support training, employment, wellbeing and community outcomes across the Northern Territory.

Rayleen Brown

Chair

Emily Mbitjana

Board Director

Nicole Shackcloth

Board Director/CEO

Adrian Rotumah

Board Director

Salli Cohen

Board Director

Belinda Urquhart

Board Director

Susan Steele

Board Director

Valerie Rowlands

Board Director

How to apply

IDENTIFIED POSITION

Applicants must be Aboriginal and/or Torres Strait Islander.
Please submit:

- a brief cover letter outlining your background and reasons for applying
- a current CV, including your contact details

Apply online

belrosegroup.com.au/jobs-list

Applications are reviewed as received and will remain open until suitable appointments are made.

CONFIDENTIAL DISCUSSION

Belinda Beltz

Managing Director | The BelRose Group

0409 002 654 | bel@belrosegroup.com.au

Pamela Morales

Recruitment Officer | The BelRose Group

0477 619 467 | pamela@belrosegroup.com.au



Saltbush Social Enterprises respectfully acknowledges Aboriginal and Torres Strait Islander peoples as the First Australians, and pays respect to Elders past, present and emerging.

This pack is provided for recruitment information. The Saltbush Constitution and formal appointment documentation prevail.