

Position Description:

Business Development Strategist

Assignment number: PAU011242

Partner organisation name: Gunaikurnai Land and Waters Aboriginal Corporation (GLaWAC)

Partner organisation location: Kalimna West, VIC

Key dates: March – August 2025 (8-10 hours per week, flexible)

Assignment timeframes: 3-6 months duration (possibility for extension).

Assignment mode/location: Primarily online with some travel for site visit.

Purpose of the Role:

The Gunaikurnai Land and Waters Aboriginal Corporation (GLaWAC) has been supporting two native food projects over the past two years and is seeking a skilled volunteer to help develop a strategic plan for these ventures. The plan will guide their market growth in alignment with business development and production capabilities.

The community is interested in a staged development plan that aligns with the current scale and resources of the two native food businesses. While both enterprises will begin with small production levels, the goal is to expand over time as community members undergo training, build capacity, and develop operations. The focus is on sustainable growth, ensuring the businesses can meet market demand without overextending their capacity—an essential factor in maintaining long-term success and client retention.

The tasks and deliverables of this Assignment are:

- Guide two early-stage enterprises through 'staged' business development plans, supporting the existing small-scale productions with the aim and vision to grow sustainably and retain clients.
- Identify potential risks to overcommitting to market segments, ensuring capacity aligns with demand.

Selection Criteria:

- Proven experience in developing and scaling strategies that align with a business's production capacity and available resources.
- Strong problem-solving skills and an adaptive approach to navigating changes in the business environment, market demand, and internal growth.
- In-depth understanding of the food industry and its supply chains, with the ability to analyse market trends and identify opportunities for increased visibility and market expansion.

Desirable Criteria:

- Experience working with First Nations cultures or a demonstrated understanding and willingness to engage with cultural knowledge, historical context, and the structural challenges faced by First Nations peoples.
- Knowledge of the Australian agricultural industry or native food markets.
- Experience working with or understanding the dynamics of small communities in regional areas.
- Understanding or experience with small communities in regional areas.

Prerequisites for undertaking volunteering assignments:

- To register with ABV (if not already registered):
 - ✓ At least 5 years relevant professional experience
 - ✓ You must be an Australian citizen or Australian permanent resident residing in Australia. Australian Citizens residing overseas may be considered on a case by case basis.
 - ✓ Willingness to complete a police check and Working With Children Check
 - ✓ Willingness to be interviewed and have references checked
- Once you have passed registration phase:
 - ✓ Willingness to interview for the role with ABV program staff
 - ✓ Acceptable police check and Working with Children Check before commencement
 - ✓ Sign the ABV Letter of Agreement (Code of Conduct, etc)
 - ✓ Medical check (external and ABV), compliance with all travel, entry and in-country requirements (where required).
 - ✓ You are expected to abide by any COVID regulations of the destination country or the partner organisation with whom you may work. These regulations will be made known to you.

How to Apply:

Please refer to this page on the ABV website for role closing dates: [ABV Open Assignments](#)

Please submit your expression of Interest to recruitment@abv.org.au confirming the following:

- The Role name and Assignment Number
- Confirmation that you are a registered volunteer with ABV **or** are willing to go through ABV's screening process to become a registered volunteer.
- **If you are a Registered Volunteer** - send a short paragraph confirming you have relevant skills and experience along with a short response to the question: "**What are the key principles to consider when engaging with First Nations people?**"
- **If you are not a Registered Volunteer** – send your CV with a short paragraph confirming you have relevant skills and experience along with a short response to the question: "**What are the key principles to consider when engaging with First Nations people?**"
- If there are any special considerations, we would need to make for you.

What will happen next?

- ABV will review all applications as they are received.
- Shortlisted candidates will be sent a Terms of Reference (ToR) document (aka Assignment Description) and asked to confirm they believe they can fulfil the role requirements.
- Candidates will be advised whether they are shortlisted for interview.

ABV is an equal opportunity employer and Aboriginal & Torres Strait Islander peoples, people from culturally & linguistically diverse (CALD) backgrounds are encouraged to apply for this position.