



## Position Description

**Role:** Land Operations Manager

**Date:** May 2024

**Location:** Charleville, South West Queensland

**Employment:** Full-time

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**TEM's Purpose** To empower businesses, customers and communities to achieve carbon neutrality and make extraordinary impact by connecting with life-changing high quality, high integrity offsetting projects.

**TEM's Values**

*We create maximum impact every day*

Positive environmental and economic impact are the foundations of everything do.  
We consider risk, return and impact equally in our decision making.  
We drive profitability to scale our impact. We channel significant investment into nature to enable others to achieve net zero carbon emissions.

*We have a pioneering mindset*

We are ambitious and creative in building our part of the net zero economy.  
We challenge assumptions to discover creative solutions to hard problems.  
We are curious, take smart risks and are open to, and learn from failure.

*We operate with the highest level of Integrity*

We are genuine, open, ethical, and fair.  
We only pursue opportunities connect with our values.  
We pride ourselves on setting the standard for high integrity offsets. How we get things done is as important as what we achieve, even when it's challenging.

*We achieve excellence together*

We win, lose, and celebrate together.  
We trust and empower each other and tell it like it is, with respect and empathy.  
We set a high personal bar and commit ourselves fully to our Purpose.  
We embrace a partnership approach, with suppliers, customers, and each other.  
A diverse, inclusive, and high-performing culture:  
Where we inspire our people to deliver outcomes that have greatest impact on our customers, communities and each other.  
Where we are surrounded with talent and as a team we respect and value each other to solve complex problems and innovate.  
Where we empower our people to grow personally and professionally by embracing new ways of thinking, learning and working.

**About TEM**

TEM is a vertically integrated carbon solutions provider that focuses on providing solutions throughout the carbon supply chain.

- Customers: TEM supports its customers' emission reduction commitments with carbon offsets and strategic solutions through deep corporate partnerships, wholesale transactions, and digital applications and products.

- Integrated Solutions: TEM works with traditional landowners, farmers, corporates and governments across Asia-Pacific to identify, develop, own and/or manage high-integrity projects that deliver long lasting impact. In addition, TEM provides tailored carbon offset solutions through digital offerings and portfolio management.
- Risk and Impact Measurement: TEM identifies and manages quality assets to procure a premium supply of integral and impactful carbon offsets for its customers and wider distribution via the global market. All origination and distribution activities are supported by comprehensive due diligence and impact measurement and monitoring services.
- TEM is an equal opportunity employer, we encourage women and people from culturally diverse, Aboriginal and Torres Strait Islander backgrounds to apply.

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| <b>Your Business Unit</b>                   | <p>Climate Positive</p> <ul style="list-style-type: none"> <li>• Climate Positive represents TEM's origination division and is responsible for sourcing, developing and managing carbon projects, with established project portfolios split between its domestic and international operations.</li> <li>• Climate Positive's origination pipeline is comprised of Australian Human Induced Regeneration HIR/IFM and environmental plantings, and International REDD+, Cookstoves and Blue Carbon projects located across APAC.</li> <li>• In managing carbon development projects, Climate Positive also takes full responsibility for property management, so that it is fully aligned with carbon development outcomes, including: infrastructure and buildings; agistee agreements and management, including stocking arrangements; neighbour, community and stakeholder relations; and, general property administration.</li> </ul> |
| <b>Your Team</b>                            | The Land Operations Manager will work within TEM's Climate Positive team.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Reporting line</b>                       | The Land Operations Manager reports to the Carbon & Land Operations Director.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Purpose of role</b>                      | The Land Operations Manager will lead operational management activities for land assets to ensure all infrastructure and operations reach a level of compliance, obligations are satisfied and to promote best practice land and agricultural management. The role will initially focus on the 6 properties that TEM manages in the Charleville District, but may expand to other properties.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Your Responsibilities &amp; Location</b> | <p>Your focus will be on TEM's domestic carbon projects delivered under the Australian Governments Emissions Reduction Fund (ERF).</p> <p>The role is office and field based, with frequent travel required to project sites within regional Queensland and other parts of Australia. Suitable for a candidate already based in Southwest Queensland. There is an option to reside onsite at one of the TEM managed properties.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Your Skills &amp; Experience</b>         | <p><b>Key attributes include:</b></p> <ul style="list-style-type: none"> <li>• <b>Ethical:</b> Treat people with respect; Keep commitments; Inspires the trust of others; Works with integrity and principles.</li> <li>• <b>Adaptable:</b> Adapts to changes in the work environment; Manages competing demands; Changes approach or method to best fit the situation; Able to deal with frequent change, delays, or unexpected events.</li> <li>• <b>Innovative:</b> Displays original thinking and creativity; Meets challenges with resourcefulness; Generates suggestions for improving work; Develops innovative approaches and ideas; Presents ideas and information in a manner that gets others' attention.</li> <li>• <b>Teamwork:</b> Balances team and individual responsibilities; Exhibits objectivity and openness to others' views; Gives and welcomes feedback;</li> </ul>                                             |

Contributes to building a positive team spirit; Puts success of team above own interests; Able to build morale and group commitments to goals and objectives; Supports everyone's efforts to succeed.

- **Interpersonal skills:** Focuses on solving conflict, not blaming; Maintains confidentiality; Listens to others without interrupting; Keeps emotions under control; Remains open to others' ideas and tries new things.

#### **Key Duties and Responsibilities:**

- Advise on property agricultural activities, infrastructure needs and ensure alignment with carbon project management plans
- Develop and manage annual operational budgets and schedules associated with the implementation of Carbon and Land Management Plans
- Responsible for implementing all OHS plans and requirements on properties.
- Lead all in-field carbon monitoring, verification and validation requirements associated with independent audits using software platforms.
- Engage and manage contractors and consultants to support implementation of the Carbon and Land Management Plan
- Manage grazing licences and agistment agreements
- Maintain operational assets including vehicles, tools and field equipment
- Provide information, data and reports to the Carbon Projects Manager to support the preparation of Offset Reports, credit applications and responses to regulatory RFIs using technical software platforms.
- Manage relevant stakeholder relationships, including with Land Users, Agistors, local government personnel, neighbours and other government agencies
- Ensure land assets and the operations on them are compliant with all relevant legal, permitting and license obligations.
- Fulfil other duties as required by management and other department personnel as requested/required.

#### **Skills, Experience and Abilities:**

- Tertiary qualification in a relevant subject area, or equivalent knowledge and experience from working in a related field
- 5 + years' experience working on agricultural properties with experience in infrastructure project development and management
- Demonstrated experience in land and agricultural management, including agricultural and station management.
- Knowledge of developing and managing an infrastructure project from quotes to completion, incorporating following a budget and project plan.
- Experience implementing field-based monitoring activities and data collection with agtech and GIS platforms.
- Excellent interpersonal and communication skills, with the ability to build relationships and influence stakeholders
- Demonstrated ability to produce a variety of written materials including management plans and technical reports
- Strong organisational and time management skills in order to manage multiple tasks at any one time, as well as support others in meeting agreed deliverables
- Intermediate user of MS Office 365, specifically Word and MS Excel
- GIS skills desirable
- Australian full driver's license (4wd Driver certificates and experience preferred)
- Knowledge of carbon project development is desirable

#### **Our Leadership philosophy**

At TEM, leadership is a privilege, and at its core is a real desire to make a difference in the lives of our people, customer and communities in which we operate. Leadership is not tied to a title; it is a collection of beliefs and behaviours that energise others to achieve collective and sustainable outcomes

that deliver impact. Our leaders at TEM put Customers and Communities first, are always learning and pursue our purpose by living our values.

This position description serves to illustrate the scope and responsibilities of the post and is not intended to be an exhaustive list of duties. You will be expected to perform other job-related tasks requested by management and as necessitated by the development of this role and the development of the business.

How to Apply - email a cover letter and your resume to  
[careers@tem.com.au](mailto:careers@tem.com.au)