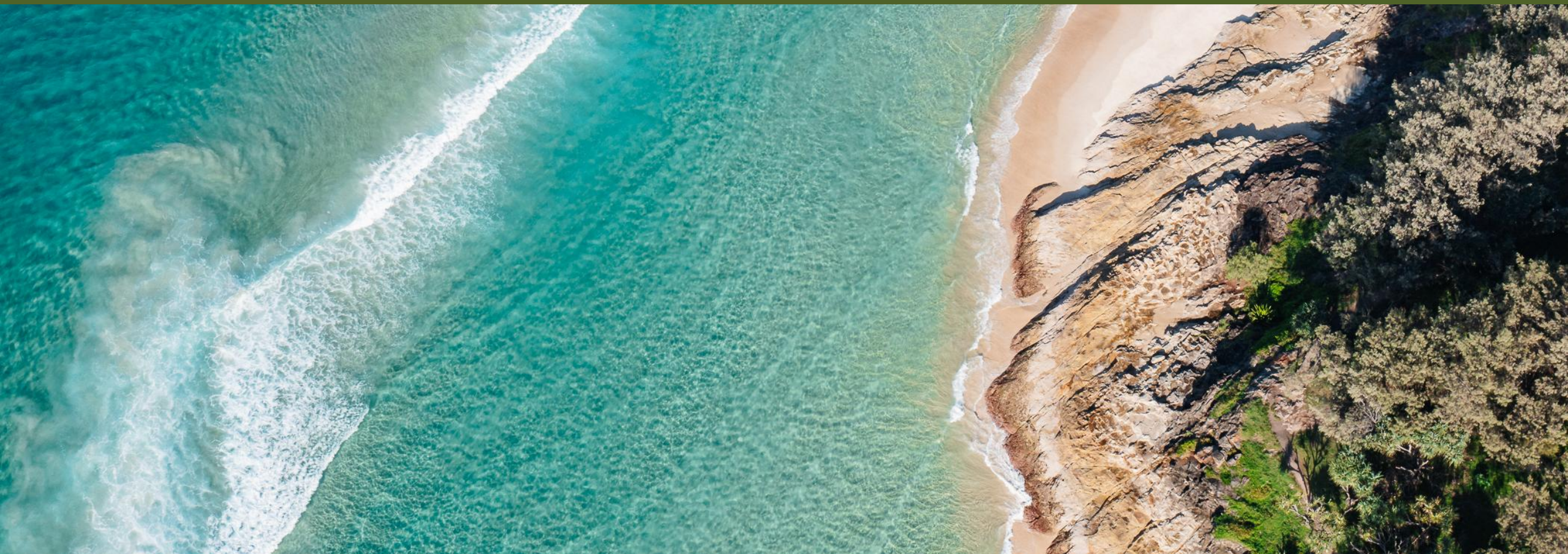


Healthy Land & Water Chair and Non-Executive Director

Success Profile | October 2025



Introduction

Thank you for your interest in the **Chair and Non-Executive Director** selection process.

OnTalent is privileged to be leading the process of these appointments on behalf of **Healthy Land & Water**. This Success Profile provides you with information regarding the organisation, the roles, our ideal candidate and the process we will use.

Once you have reviewed this material, and if you haven't already, please [visit](#) for details on how to apply.

I look forward to working with you through this process and invite you to contact Jay Baxter or myself directly at anytime on 07 3305 5800.

Natasha Olsson-Seeto

Natasha Olsson-Seeto

Chief Executive
OnTalent

Advertisement

Join the Board of Healthy Land & Water Help Shape South East Queensland's Sustainable Future

Healthy Land & Water is South East Queensland's leading natural resource management organisation, combining over 25 years of science, partnerships, and on-ground action to protect and restore our region's precious land, waterways and biodiversity. Working alongside governments, Traditional Owners, industry and communities, the organisation delivers large-scale environmental programs, drives investment in sustainability, and provides trusted scientific data that underpins regional decision-making.

As the organisation embarks on an exciting next phase of growth and diversification, Healthy Land & Water is seeking a Chair and a Non-Executive Director with financial expertise who will also participate on the Risk and Audit Committee to help guide its future success and impact. Both roles are remunerated and offer the opportunity to contribute meaningfully to the health and resilience of one of Australia's most liveable regions.

The incoming Chair will be a respected leader with a track record of guiding organisations through periods of strategic and financial transformation. You'll bring credibility across government, industry and community sectors, strong governance capability, and a collaborative, inclusive leadership style. Your ability to influence, build partnerships and foster confidence among diverse stakeholders will be central to ensuring Healthy Land & Water's continued success and impact.

The new Non-Executive Director will be a commercially minded professional with accounting qualifications (CA/CPA) and deep financial and risk management expertise. You'll bring strong commercial acumen, practical experience overseeing audit and compliance functions, and the ability to provide balanced, independent insight into financial strategy and governance matters.

These appointments come at a pivotal time for the organisation as it strengthens its governance structures, diversifies funding streams, and deepens partnerships across sectors. You'll be joining an experienced and purpose-driven Board and leadership team united by a shared commitment to environmental sustainability, community wellbeing, and climate resilience.

Both positions are paid part-time roles with modest time commitments across the year. A genuine passion for sustainability, sound judgment, and the ability to contribute constructively to collective decision-making will be essential.

Confidential enquiries are encouraged. Please contact **Natasha Olsson-Seeto** or **Jay Baxter** at OnTalent on **07 3305 5800** for further information, and [visit](#) to apply.

Applications close: Midnight Wednesday, the 29th of October.

As part of your application, please highlight if you are applying for the Chair or Non-Executive Director position in your cover letter.

Healthy Land & Water is committed to fostering a diverse and inclusive Board. We warmly encourage applications from people of all backgrounds, including Aboriginal and Torres Strait Islander peoples.



Healthy Land & Water

Building tomorrow's resilient landscapes today

Healthy Land & Water is South East Queensland's leading environmental organisation, transforming science into action to protect natural assets, build climate resilience, and deliver measurable sustainability outcomes.

Healthy Land & Water helps businesses transform their sustainability commitments into high-impact, nature-based projects that improve water quality, restore ecosystems, and build climate resilience in South East Queensland.

With over 25 years of science-backed expertise and deep community partnerships, we deliver measurable outcomes that align with ESG strategies to support biodiversity and enhance social value.

Healthy Land & Water is the official natural resources management body for South East Queensland. There are 54 NRM bodies covering every inch of Australia.

Healthy Land & Water

We are the go-to environmental body for the region, providing services, expertise and projects for the region. We also tailor several of our signature programs for delivery to areas across Queensland, Australia, and internationally.

Each year we deploy hundreds of on-ground projects and provide advice for decision-makers to protect and improve our environs.

- Twenty-five plus years of data and expertise.
- Delivering on-ground projects.
- Directing action and investment to where it is most needed.
- Connecting people into synergistic partnerships to help more great work happen faster.

We are helping communities, businesses and government to protect and build the health and resilience of our ecosystems, so that by the time the Olympics and Paralympics roll around in 2032, we can all proudly be part of showcasing our region globally as a sensational place to live, work & play.

Driving more targeted environmental action in the lead up to the games will also help create an environmental legacy which will be a strong foundation to continue to build action for our ecosystems over the coming decades.



Healthy Land & Water

Vision & Mission

To be recognised regionally and globally for our innovative pathways that deliver positive environmental benefits.

Purpose

Lead the change that will deliver an environment for future generations to thrive.

Values

- Courage
- Care
- Collaboration
- Innovation
- Integrity



Strategy and Goals

Strategic Objectives

- Direct the investment in SEQ's environmental future.
- Deliver transformative environmental and community change.
- Create connections between people, place and culture.

FY26 Goals

DIRECTING IMPACT & VALUE

- Our impact is integrated
- Our financials are sustainable

DELIVERING BRAND & SYSTEMS

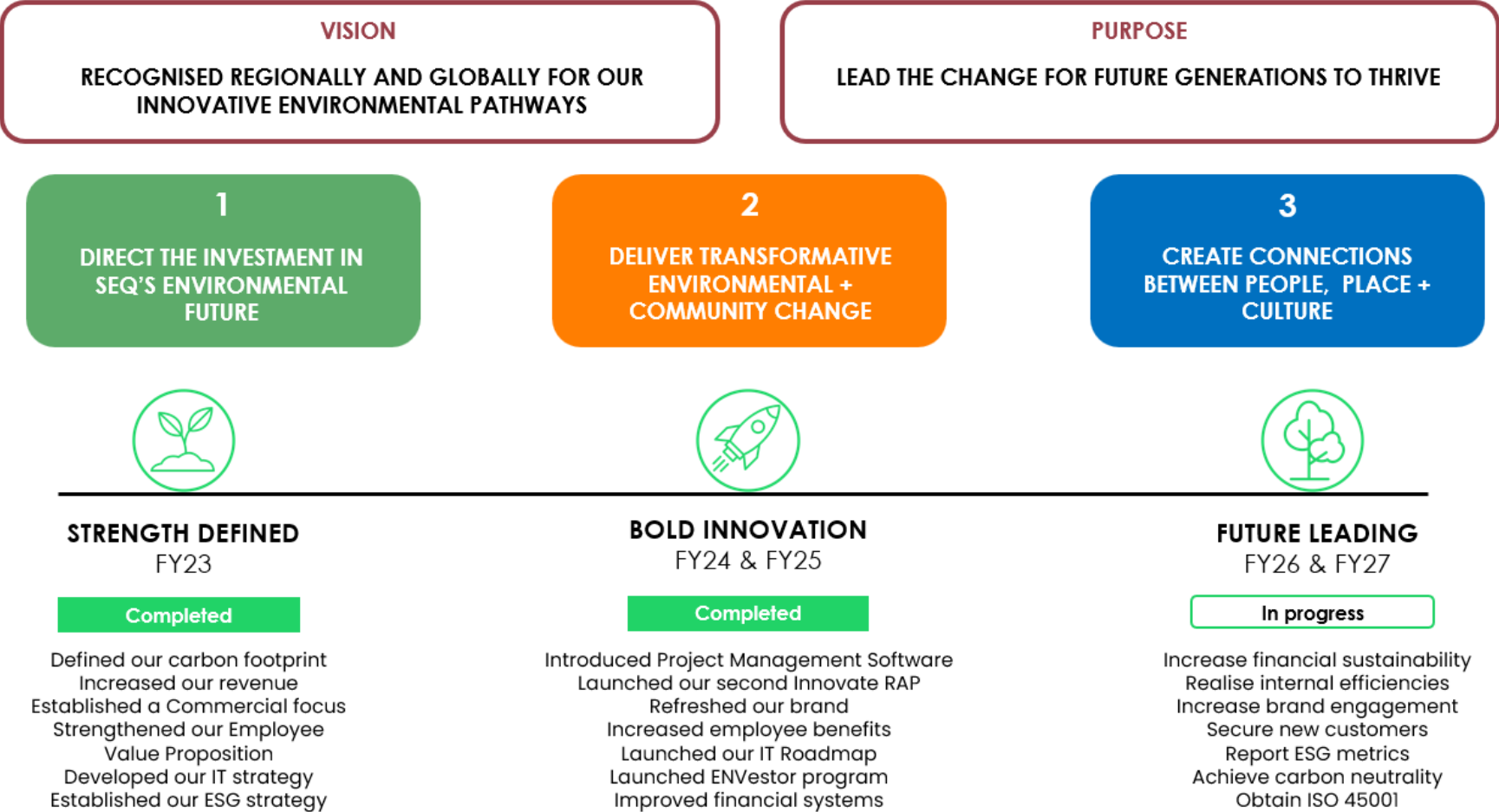
- Our brand is connected to environment
- Our systems are seamlessly integrated

CREATING RELATIONSHIPS & LEADERS

- Our people are game changers



Strategic Journey



Organisational Priorities



Directing the investment into South East Queensland's environmental future

ENVestor | Underpinned by our region's environmental plan, we are developing a go-to platform for informed investment to bolster and improve environmental works in South East Queensland.



Delivering transformative environmental + community change

Go-to voice | Advocating for the environment and championing evidence-based investment to support liveability in South East Queensland.

Creating value | Connecting people with targeted, innovative and impactful on-ground works programs that improve the environment.

Sought out | We are independent and trusted partners, bringing environmental credibility to those who collaborate with us to achieve impactful outcomes for our region.



Creating connections between people, place + culture

Stakeholders | Our strength is achieved by bringing strong multi-faceted partnerships together. We have meaningful relationships with First Nations and our staff are innovation leaders in natural resource management.

Power partners | We have an ever growing network of power partners who amplify the influence of our network and who advocate and co-invest.

What Healthy Land & Water Are Known For



We are experts in research, monitoring, data analysis & designing enviro-solutions.

We help people understand the condition and threats to our environs so we can ensure the sustainable use of our natural environment long into the future.



Targeted, innovative and impactful on-ground works that improve the environment.

We have led many thousands of projects to restore waterways and landscapes, improve native habitats, manage weeds, protect native species and improve the sustainability and liveability of built environs & urban areas.



Tailored training and development workshops, awareness-raising campaigns and capacity building.

We educate and empower people and communities on the best ways to improve and protect the environment for future generations to thrive.



Driving and influencing decisions, policy and actions to improve the environment.

We have 25+ years of data and expertise which is used by governments setting policy, communities deciding action, and corporate investors seeking genuine sustainable investment options alike.



Bringing together partnerships to co-create and leverage outcomes utilising insights and experiences.

We are known for our enviable and growing networks that underpin our ability to work in partnership with Traditional Owners, government, private industry, utilities, and the community.

Healthy Land & Water

Service Areas

Healthy Land & Water delivers a range of programs and projects across Queensland that focus on protecting and enhancing the region's natural assets. Their service areas span environmental planning, waterway health, catchment management, climate resilience, biodiversity conservation, sustainable agriculture, and community engagement.

Please see the below list and click the links for further information:

- [Sustainable Agriculture](#)
- [Fire Preparedness](#)
- [Nature & Threatened Species](#)
- [River & Land Restoration](#)
- [Coastal & Marine](#)
- [Urban Water Management](#)

For further information on Healthy Land & Water's work and project portfolio please [click](#).





Chief Executive Officer

Julie McLellan

Chief Executive Officer (CEO)

Julie McLellan has led Healthy Land & Water as CEO since its inception in 2013. With nearly 13 years as CEO, she brings deep leadership and general management experience, focused on creating profit for purpose.

Julie is an expert in waterway management, governance, strategy, risk, and finance. Before joining Healthy Land & Water, she spent nearly 30 years in senior executive roles in Local Government, leading research, innovation, business development and service delivery.

She drives strategic transformation across government, not-for-profit and water sectors. With a science degree and several professional qualifications, including as a Graduate of the Australian Institute of Company Directors, Julie connects a global network to attract investment in nature-based solutions and natural capital financing.

As CEO and RAP champion, Julie leads by example in advancing Australia's First Nations peoples. She guided the organisation's first Innovate RAP and embedded policies that strengthen inclusion and recognition.

Julie works closely with governments, industry and communities to improve South East Queensland's waterways and landscapes, ensuring they're protected for future generations.



The Current Board



Cameron Costello

Director – Board of
Directors



Stephen Robertson

Board, Risk & Audit
Committee, Science
Committee



Simon Warner

Board, SEQCMA CCC



Nadia O'Carroll

Board, SEQCMA CCC



Melissa Impiazzi

Board, Risk & Audit
Committee



Nikki Poteri-Collie

Board, Risk & Audit
Committee



Rhett Duncan

Board of Directors





Our Ideal Candidate - Chair

Chair

The Chair of Healthy Land & Water will be an accomplished leader who brings gravitas, credibility, and a contemporary understanding of governance excellence. You will have chaired, or played a leading role on, a complex board or advisory body and will demonstrate the ability to unite diverse stakeholders behind a shared purpose. Your style will be inclusive, collegiate and outcomes oriented, creating the conditions for robust discussion and sound, future focused decision making.

You will bring strong commercial and strategic capability, ideally gained through leading organisations that have diversified funding streams, balanced public, and private partnerships, or navigated growth through innovation and collaboration. With well-developed financial literacy and an understanding of sustainability and environmental investment models, you will guide the organisation through its next phase of growth with clarity and confidence.

Equally important will be your network and influence across government, industry, and community sectors. You will be politically savvy, well connected, and comfortable engaging with senior leaders across all levels of government and industry. As an influential advocate for Healthy Land & Water, you will help build partnerships that extend its reach and impact. You will be values driven, articulate and trusted, able to represent the organisation publicly, foster enduring relationships and support the Chief Executive in shaping an organisation that delivers measurable outcomes for South East Queensland's people, economy, and environment.



Our Ideal Candidate – Non-Executive Director

Non-Executive Director – Risk and Audit Committee

The Non-Executive Director joining Healthy Land & Water's Board and Risk and Audit Committee will be a finance professional with strong analytical ability and sound commercial judgment. With a background in accounting, audit, finance, or risk management, you will combine technical rigour with a pragmatic, solutions focused mindset. Your credentials (CA, CPA or equivalent) will underpin your capacity to provide clear oversight of financial performance, risk frameworks, audit processes, and compliance requirements.

You will be comfortable engaging with the Board, Chief Executive, auditors, and senior management to ensure financial transparency and discipline. A natural collaborator, you will balance governance obligations with strategic foresight, contributing to discussions on funding diversification, investment strategy, and organisational sustainability. Your insight will help Healthy Land & Water maintain strong stewardship as it navigates a changing funding and regulatory landscape.

Beyond technical capability, you will bring curiosity, integrity, and a deep appreciation of the link between financial resilience and mission success. You may have experience in the public, not for profit or commercial sectors, but will share a commitment to sound governance and environmental and social outcomes. With the ability to ask thoughtful questions, test assumptions and contribute with diplomacy and independence, you will add both depth and balance to the Board's collective capability.



Our Process

At OnTalent, we specialise in partnering with purpose driven organisations to identify and secure exceptional leadership and we are pleased to be working with Healthy Land & Water on this recruitment project.

Our approach is deliberate, strategic and people centred. Every step of our process is designed to ensure alignment between candidate capability and organisational purpose. From understanding the culture and objectives of our clients to engaging and assessing talent in a considered and thorough way, we don't cut corners.

We are deeply committed to creating inclusive and equitable recruitment experiences. Our process is built to reduce bias and support diverse representation at all stages. We will work closely with you to ensure we are able to create an inclusive, fair and accessible pathway for you throughout the process. We encourage all candidates to discuss their individual circumstances with our team at any time.

Our recruitment process is built to deliver results that last.



OnTalent Commitment

OnTalent is committed to providing exceptional levels of service to our clients and candidates alike.

Our commitment is to 'Connect People and Purpose' and we take this seriously.

Our core service standards for this project will include:

- All candidate calls returned on the same day.
- All client requests actioned in the same day.
- All applicants to be given an outcome within five working days.
- All interviewed candidates to be given verbal feedback.
- All reports to be tailored and accurate and delivered on time.
- Interviews coordinated so that candidate's privacy is a priority with no candidates seen by other candidates.
- All candidates to be prepared and briefed for panel interviews.
- All panel members fully briefed prior to interviews as to format, questions, and candidate profiles.



If you have questions about this role, please reach out to one of the team below.
We welcome your application via the apply button on the [OnTalent Website](#)



Natasha Olsson-Seeto
Chief Executive

OnTalent
07 3305 5800



Jay Baxter
Associate Client Partner

OnTalent
07 3305 5824

