



# AIATSIS

Application Pack

Director, Research: Indigenous Culture and Policy

Executive Level 2

Ongoing Fulltime

\$113,391 - \$126,708

Approval may be granted to maintain the annual salary for an existing ongoing Australian Public Service employee transferring to the Institute whose current annual salary exceeds this salary range.

This is an Affirmative Measures opportunity open to Aboriginal and/Torres Strait Islander people only

## Who we are

We are Australia's only national institution focused exclusively on the diverse history, cultures, and heritage of Aboriginal and Torres Strait Islander peoples. We house the world's most important and extensive collection of cultural information and material and we provide leadership in Aboriginal and Torres Strait Islander research and ethics. We link people and ideas to create change. We create opportunities for people the world over to engage with and be transformed by the knowledge, the culture and the story of Australia's Indigenous peoples.

## What we do

We undertake and encourage scholarly, ethical, Indigenous led research in a variety of sectors, including native title, languages, policy and education. We care for a priceless collection, including films, photographs, video and audio recordings as well as the world's largest collection of printed and other resource materials for Aboriginal and Torres Strait Islander studies. Our publishing house, Aboriginal Studies Press, promotes Australian Indigenous cultures through academic and popular publications. Our activities affirm and raise awareness of the richness and diversity of Aboriginal and Torres Strait Islander cultures and histories.

## What we are trying to achieve

Our functions are established under the [Australian Institute of Aboriginal and Torres Strait Islander Studies Act 1989](#).

These functions are to:

- develop, preserve and provide access to a national collection of Aboriginal and Torres Strait Islander culture and heritage;
- use that national collection to strengthen and promote knowledge and understanding of Aboriginal and Torres Strait Islander culture and heritage;
- provide leadership in the fields of:
  - Aboriginal and Torres Strait Islander research; and
  - ethics and protocols for research, and other activities relating to collections, related to Aboriginal and Torres Strait Islander peoples; and use (including use for research) of that national collection and other collections containing Aboriginal and Torres Strait Islander culture and heritage;
- lead and promote collaborations and partnerships among the academic, research, non-government, business and government sectors and Aboriginal and Torres Strait Islander peoples in support of the other functions of the Institute;
- provide advice to the Commonwealth on the situation and status of Aboriginal and Torres Strait Islander culture and heritage.



We are an Australian Government independent statutory authority governed by a majority Indigenous Council. The Minister responsible for AIATSIS is the Hon Ken Wyatt AM, Minister for Indigenous Australians, and it sits within the portfolio of the Department of the Prime Minister and Cabinet.

## About the Role

We are seeking a high performing and talented Research Director to lead our Indigenous Culture and Policy Research team. You will be responsible for leading a small team to design and undertake cutting edge research programs, create opportunities for knowledge exchange, develop rigorous data and evidence and provide critical advice to Indigenous peoples, governments and others to strengthen the recognition, protection and resurgence of Indigenous culture.

As part of the AIATSIS leadership group you will work collaboratively across AIATSIS to strategically shape the organisation's culture and future direction. Reporting to the Executive Director of Research and Education, Directors contribute to problem solving across AIATSIS, which requires high level planning, management and stakeholder engagement.

You will be part of the management team of the Research and Education Group, which provides leadership in research and ethical engagement and informs Indigenous and government decision-making and nation building. As part of a dynamic Indigenous research management team, you will develop and lead new projects and initiatives, which will diversify your work over time. You will also provide intellectual leadership and develop the research capability across the group and contribute excellent research.

This position will be filled using the Affirmative Measure provision, which allows for the targeted recruitment of Indigenous Australians into the Australian Public Service. The vacancy is only open to Aboriginal and/or Torres Strait Islander people. The filling of this employment opportunity is intended to constitute an affirmative measure under section 8(1) of the Racial Discrimination Act 1975.

## Our ideal candidate

The ideal candidate will have:

- A high level of demonstrated cultural competency that includes understanding Aboriginal and Torres Strait Islander business within the agency and an ability make a meaningful contribution to the strategic objectives set by the AIATSIS Council, as well as:
- An informed, authentic and respectful interest in Aboriginal and Torres Strait Islander cultures and societies, including policy matters related to the role;
- Capability to incorporate Indigenous voices, experience and perspective in all of our work; and



- The ability to engage and develop Aboriginal and Torres Strait Islander employees, create a culturally inclusive workplace and to coach cultural competency in others.
- Demonstrated research leadership; including designing programs of work, working collaboratively across teams and organisations, garnering and managing resources and seeing projects through to completion.
- Ability to lead and inspire a team through excellent people management, commitment to organisational culture and resilience and capability to manage change.
- A strong understanding of ethical research practice and a demonstrated track record of high quality impactful research and/or policy design, which includes a record of published work or equivalent public sector contribution in a relevant area or discipline.
- Capacity to communicate ideas with influence and adapt to audiences and developing strategic partnerships and managing stakeholders.

## What we offer

Opportunities for further education, professional development and study assistance will be available. You can also expect personal development planning activities and to work in a supportive learning environment.

We understand that you will work best when you have a healthy work-life balance and can attend to your family commitments. We offer flexible working conditions, competitive leave entitlements and health and wellbeing programs.

## How to apply

If this sounds like the opportunity you are looking for, we want to hear from you! Send your completed application to [recruitment@aiatsis.gov.au](mailto:recruitment@aiatsis.gov.au) by 11.59pm on Wednesday 11 August 2021.

- Referring to 'Our Ideal Candidate', provide a succinct summary (no more than 1550 words) outlining your skills, knowledge and experience demonstrating why you should be considered for this role.
- Complete the enclosed application form.
- Attach your resume, covering your personal details, education and qualifications, work and other relevant experience.



## What should I include in my supporting statement?

Your application should be brief and align to the requirements specified in the vacancy information published on our website. Generally, we do not use selection criteria for applications unless they are specific technical requirements.

## How will my application be assessed?

You will be assessed on your resume and your response to 'Our Ideal Candidate'. Your response should be succinct and demonstrate your ability to meet the requirements of the job and should complement your resume. Your resume should be comprehensive enough to show that you have the experience and/or qualifications to undertake the duties and responsibilities of the job. Because this is an Affirmative Measures and Identified position your resume should include your knowledge of and experience with Aboriginal and/or Torres Strait Islander cultures, issues, communities and engagement.

If you need assistance developing your response you may want to refer to the applying for jobs on the Australian Public Service Commission website:

<http://www.apsc.gov.au/working-in-the-aps/applying-for-jobs-in-the-aps>

A selection decision may be based solely on your written application and referee reports, and it is the quality, rather than the quantity of your written submissions that is the most critical factor.

Your cultural competency will carry more weight than other factors in the assessment. These requirements are based on the information provided to you as part of the job opportunity.

Your referees may also be contacted at any stage of the assessment process to validate your claims. For this reason it is important that you advise them that you have applied for a role at AIATSIS, and that you feel confident they will be able to support your application.

## Who to contact

For enquiries about this job please contact Dr Lisa Strelein on (02) 6246 1155 or [lisa.strelein@aiatsis.gov.au](mailto:lisa.strelein@aiatsis.gov.au)

If you are experiencing any difficulties accessing or submitting your online application, or you would like more information about this job please contact the AIATSIS Recruitment Team on (02) 6246 1172.



# FAQ

## What are Affirmative Measures and Identified Positions?

The Australian Public Service (APS) advertises some jobs as Affirmative Measures and/or Identified positions. The two classifications are similar but serve different purposes.

### Affirmative Measures positions

Jobs in the APS are open to all Australian citizens. There are some jobs, though, that are open only to specific members of the Australian population. This practice is known as an Affirmative Measure, and is a targeted strategy to ensure the diversity of the APS workforce reflects the diversity of the Australian population.

Any job can be restricted to Aboriginal and/or Torres Strait Islander people only, and it doesn't necessarily have to involve working on Indigenous issues. If a position has been advertised as an Affirmative Measure, it will be clearly marked as such.<sup>1</sup>

The use of the Indigenous affirmative measures provision at AIATSIS allows for targeted recruitment of Indigenous Australians into the organisation. If you are applying for an Affirmative Measures position, you will need to indicate your Aboriginal and/or Torres Strait Islander heritage on our application form and provide confirmation if required.

### Identified positions

Identified positions are roles that require people to have an understanding of the issues affecting Indigenous Australians and a proven ability to communicate sensitively with them. These requirements are generally for jobs that involve providing services or developing policies for Indigenous Australians, and/or direct interaction with Indigenous communities.

Identified positions are crucial in ensuring that the APS has the right people working on initiatives to improve the delivery of services and close the gap between Indigenous and non-Indigenous Australians, and are open to all Australian citizens<sup>2</sup>.

At AIATSIS all positions are Identified positions where candidates are required to demonstrate an understanding of the diversity of Aboriginal and Torres Strait Islander peoples, their cultures, and their issues and to be able to communicate respectfully with them.

You must provide the name and contact details of an Aboriginal and Torres Strait Islander referee. This referee will be contacted to determine your cultural capability.

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<sup>1</sup> <https://www.apsc.gov.au/indigenous-employmentaffirmative-measure-and-identified-positions>

<sup>2</sup> <https://www.apsc.gov.au/indigenous-employmentaffirmative-measure-and-identified-positions>



## What is Cultural Capability?

As all positions at AIATSIS are 'Identified' each position will have various elements of involvement with the delivery of Indigenous specific services, programs and policies as part of AIATSIS core functions. AIATSIS therefore needs to also identify the cultural knowledge; skills and personal attributes needed to deliver the required outcomes.

Every part of how we work, who we work with and for, requires varying levels of knowledge of Aboriginal and Torres Strait Islander cultures, protocols and an understanding of issues that enable effective communication and ultimately effective performance in the role. To assist you in determining the required cultural capabilities of this role, you can refer to the [Aboriginal and Torres Strait Islander Cultural Capability – A Framework for Commonwealth Agencies](#)



# APPLICATION FORM

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## Position Applied For

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Position Title Director, Research: Indigenous Culture and Policy

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Position Number 00029788

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Classification Executive Level 2

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Job Type (Ongoing / Non-Ongoing) Ongoing Fulltime

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Location Acton, ACT

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This position will be filled using the Affirmative Measure provision, which allows for the targeted recruitment of Indigenous Australians into the Australian Public Service. The vacancy is only open to Aboriginal and/or Torres Strait Islander people.

The filling of this employment opportunity is intended to constitute an affirmative measure under section 8(1) of the Racial Discrimination Act 1975.

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## Applicant Details

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Surname

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Given Name

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Title

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Date of Birth

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Contact Number

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Email

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Postal Address

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Educational Qualifications

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Do you wish to identify yourself as belonging to any of the following diversity groups

- People from Non English Speaking Background
- Women
- Aboriginal or Torres Strait Islander
- People with Disabilities

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If you have any special requirements for an interview, i.e. difficulty with stairs, please indicate

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## [ Internal-Use-Only ]

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Date Application Received

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Processed By

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## Current Employment Details

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Note: There are arrangements applying in the Australian Public Service (APS), which limit the subsequent employment of people who have received a redundancy benefit. (The circumstances where the restrictions apply are set out in clause 7.1 of the Australian Public Service Commissioner's Directions 2016 (the Directions).

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Are you currently employed in the Australian Public Service?  Yes  No (complete only question 4 below)

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1. Have you accepted a redundancy package in the last 12 months?  Yes  No

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2. Are you:  Ongoing  Non-Ongoing

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3. If Yes, AGS Number

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4. Current Employer

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5. Substantive Classification/Level

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6. Substantive Position Title

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## Eligibility Requirements

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Note: Applicants will generally only be eligible for employment if they are Australian citizens.

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Are you an Australian Citizen?  Yes  No

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Note: Applicants will only be eligible for this employment opportunity if they are Aboriginal and/or Torres Strait Islander

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Do you identify as Aboriginal and/or Torres Strait Islander?  Yes  No

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## References

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*Instruction: As all positions in AIATSIS are Identified – Applicants should provide the details of an Aboriginal and/or Torres Strait Islander person to confirm their relevant experience and cultural competency.*

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Indigenous Referees Name	Position Held	Contact Details
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Email:  
Phone:

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Other Referees Names (2)	Position Held	Contact Details
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Email:  
Phone

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Mobile:  
Phone:

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## Advertisement

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Where did you see the advertisement for this position

- Koori Mail  
 ALIA  
 APSJobs (Gazette)

- AIATSIS Website  
 SEEK  
 Other
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If Other, Please Specify:

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