

Senior Advisor - Cultural Safety and Engagement

Office of the Regional Executive Director; Region - North Queensland; Service Delivery - Child and Family

Department of Families, Seniors, Disability Services and Child Safety

Salary: \$119,802 to \$127,941 per annum

Location: Townsville

REF: QLD/676553/26

Key Duties: As an Aboriginal and/or Torres Strait Islander Cultural Safety and Engagement Senior Advisor you will:

- Facilitate access to culturally appropriate supervision (internal and external), mentoring, and peer support networks, as needed throughout the department, to strengthen holistic wellbeing and personal growth for Aboriginal and Torres Strait Islander employees within a dynamic and complex frontline service delivery model.
- Utilise strong communication, negotiation and conflict resolution skills to promote a safe space and/or platform with sufficient time for Aboriginal and Torres Strait Islander peoples to raise and discuss workplace challenges, including cultural safety issues, and support and assist them in accessing appropriate support services and navigate the department's grievance and/or workplace injury, illness and incident reporting processes.
- Collate and analyse feedback from Aboriginal and Torres Strait Islander staff and report to management, de-identified themes related to workplace culture, wellbeing and professional development needs and use these insights to inform recommendations for improving support, policies and practices.
- Work in collaboration with and provide cultural support and advice to, the executive and/or workgroup leadership teams to develop and implement practices to enhance retention, wellbeing and engagement of Aboriginal and Torres Strait Islander employees.
- Promote an understanding of the department's Cultural Safety Policy, Framework and practical supports (including contributing to the development of Cultural Safety Workplace Plans and their application in the workplace).
- Work with supervisors and employees to share knowledge, advice and best practice in relation to cultural safety and competence and promote the importance of self-determination for Aboriginal and Torres Strait Islander employees.
- Ensure sensitive information is managed with confidentiality and to the standards of professional and cultural integrity and ethical principles and exercise sound judgement, tact and discretion.
- Participate and contribute to a Community of Practice / statewide forum in respect to statewide themes and change strategies to support and strengthen cultural safety for Aboriginal and Torres Strait Islander employees.

Skills/Abilities: Strong communication, negotiation and conflict resolution skills, mentoring and peer support abilities, provide and advise on best practice in relation to cultural safety.

Enquiries: Elizabeth Barrett - 4796 6500

Candidates apply for your job on:

<https://smartjobs.qld.gov.au> using the reference number above.

Closing Date: Friday, 20th February 2026

DELIVERING
FOR QUEENSLAND



Queensland
Government

M19489



Justice
and Community
Safety

Contact Centre Officer (Prioritised)

- Utilise your administrative expertise to provide support and advice to the Victims of Crime Financial Assistance Scheme
- A fixed-term, full-time opportunity to work with a high-performing and passionate team in the Victorian Public Service until 30th June 2026
- VPS Grade 3: \$79,122 - \$96,073 plus superannuation.

This is a prioritised role for Aboriginal and/or Torres Strait Islander peoples, who will be given priority consideration as per the special measures provision of the Equal Opportunity Act 2010

This is an exciting opportunity to deliver a major new initiative for victims of crime. **The Financial Assistance Scheme (FAS)** is a landmark reform that has replaced the Victims of Crime Assistance Tribunal with an administrative scheme that prioritises the needs of victims and supports their recovery from violent crime.

Reporting to the FAS Pathway Supervisor, you will be responsible for managing calls and responding to FAS enquiries, providing advice on cultural support plans, and making referrals for Aboriginal and other victims engaging through the Pathway team, making sure you communicate with victims and provide responses and referrals in a confidential and sensitive manner. Some of your duties will include:

- Answering inbound calls primarily in the Marra Yattakunar Pathway, and overflow in the FAS Helpline
- Providing information and authoritative advice on the FAS, responding to calls and written enquiries from victims and service providers
- Providing up-to-date advice on financial entitlements and pathways to victims of crime.

As our ideal candidate, you will possess:

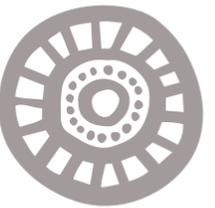
- A demonstrated knowledge and understanding of the Victorian Aboriginal Community, both society and culture and the issues impacting on it
- A demonstrated ability to communicate sensitively and effectively with members of the Victorian Aboriginal community
- Experience in the delivery of victim support services or similar services working with people affected by trauma.

A relevant qualification and/or experience in community services, social work, criminology, psychology, victim services and/or family violence is desirable.

Experience using Salesforce, Genesys or other similar case management systems is also desirable.

**Apply now at
careers.vic.gov.au**

For further information on this exciting opportunity, contact Jess Miranda on 0458 287 046 or email Jess.Miranda@justice.vic.gov.au



CHIEF EXECUTIVE OFFICER (Remuneration Package Negotiable)

Part Time/Permanent

The Nyngan Local Aboriginal Land Council (NLALC) is seeking applications from experienced and motivated people interested in a rewarding career undertaking the challenging role of part-time Chief Executive Officer.

This position holder will provide an extensive range of assistance and support to the elected Board through the day-to-day management of the Nyngan LALC's affairs in accordance with delegated authorities; the provision of sound and accurate advice and the implementation of the Board's resolutions in a timely and appropriate manner.

The successful applicant will have demonstrable knowledge and understanding of the Aboriginal Land Rights Act 1983 (ALRA) (or the ability to rapidly acquire), the capacity to interpret and implement legislation and sound communication skills. Organisational and management experience is essential together with an understanding of accounting practices and principles. A sound knowledge and appreciation of Aboriginal issues would also be required.

All applicants must obtain a copy of the recruitment package containing the Position Description and selection criteria and address the selection criteria for their application to be considered. For a recruitment package contact the Chairperson Marie Johnson, by email: ceo@nynganlalc.au or on 0427 502 771

Applications can be forwarded to ceo@nynganlalc.au or marked "Confidential" and posted to:

The CEO Recruitment Panel
Nyngan Local Aboriginal Land Council
PO Box 43, NYNGAN NSW 2825
Applications close Monday 16th February 2026
Aboriginal people are encouraged to apply.

AVI

inviting change

- Exciting opportunity to support First Nations approaches to international development
- Fixed-term contract until June 2027, Full-time role based in Fitzroy Melbourne (Wurundjeri Country)

AVI is a not-for-profit organisation and manages the Australian Volunteers Program on behalf of the Australian Government. The Australian Volunteers Program enables skilled Australian volunteers to support partner organisations in 26 countries across the Pacific, Asia and Africa to progress their development objectives.

The **Indigenous Programs Coordinator** will play a key role in coordinating Indigenous Pathways activities, including supporting Indigenous volunteers throughout their journey, engaging with Indigenous organisations, and helping deliver projects. This role will support meaningful connections between Indigenous people, organisations in Australia and internationally with the focus on collaboration, shared learning and projects that deliver mutual benefit, respect local knowledge systems, and honour Indigenous leadership. Relevant coordination experience working on programs with a strong Aboriginal and/or Torres Strait Islander focus. Strong understanding of Aboriginal and Torres Strait Islander cultures and contemporary matters. Strong attention to detail and highly organised, with the ability to handle multiple tasks and prioritise workloads. Good interpersonal, cross-cultural and relationship building skills.

Application Procedure: For a full outline of the position and applicant requirements please visit www.avi.org.au/careers-at-avi/

Enquiries can be directed to: careers@avi.org.au or 0422763630

Application Closing date: Sunday, 1 March 2026.



ABORIGINAL MELBOURNE

First Nations Policy Officer

- Permanent Fulltime position
- \$99,022 to \$111,457 (dep on skills + exp) + 12% superannuation
- Applications from First Nations candidates are strongly encouraged

This is a role for someone who enjoys innovation, collaboration, and co-design, and who wants the opportunity to contribute to meaningful, community-led change that advances self-determination be part of shaping the future direction of Aboriginal Melbourne and the City of Melbourne's First Nations priorities.

You will work within a passionate and purpose-driven team that ensures First Nation's voices, aspirations and knowledge are embedded in Council's core business and decision making at every level.

For more information and to apply to this position please go to:

Work with us | City of Melbourne www.melbourne.vic.gov.au/work-with-us





Northern Rivers Women's Domestic Violence Court Advocacy Service Safety Action Meeting Coordinator x 2 for Richmond and Tweed-Byron

Award	SCHADS Grade 5 Access to Salary Sacrificing
Reports to	WDVCAS Assistant Manager
Hours of work	35 hours per week
Mandatory Requirements	Current Driver's Licence, Current National Police Check, Current Working with Children Check

Position Purpose

The Safety Action Meeting (SAM) Coordinator is responsible for the coordination of and support for Safety Action Meetings in the Richmond and Tweed-Byron areas. This requires a thorough understanding of the SAM Manual and the Domestic Violence Information Sharing Protocol and the ability to undertake all aspects of Safety Action Plans. The SAM Coordinator works directly with WDVCAS clients and in partnership with all key organisations and practitioners to enhance service delivery and outcomes for clients impacted by domestic and family violence.

Key Accountabilities

Operations/Service Delivery

- Coordinate and monitor SAMS in the relevant WDVCAS areas including secretariat support.
- Build and maintain constructive and positive working relationships with SAM members.
- Undertake threat assessment and safety planning in line with required protocols and SAM requirements.
- Support clients with Safety Action Plans and other support provided or arranged by WDVCAS.
- Undertake all necessary data collection and data analysis, reporting and other administrative tasks.
- Ensure WDVCAS is meeting its reporting requirements for WDVCA Service agreement and policies, SAM Manual and any other relevant protocols/legislative requirements.

Key Relationships

The SAM Coordinator reports directly to the WDVCAS Assistant Manager and works collaboratively within a multi-disciplinary team and with external stakeholders.

Selection Criteria

- Proven experience in delivering advocacy services for women and children impacted by domestic and family violence within a trauma-informed framework.
- Demonstrated specialist knowledge pertaining to family and domestic violence and including feminist framework and structural intersectional analysis and understanding of and commitment to social justice.
- Demonstrated knowledge and understanding of the criminal justice response to domestic and family violence including AVO applications and criminal prosecutions and related legal matters such as family law, care and protection, migration and victim's compensation issues.
- Ability to deliver services in accordance with the WDVCA model of service delivery outlined in the WDVCA Service Agreement, this Policy and Procedure Manual, the SAM Manual and operational documents.
- Ability to build and maintain productive relationships with a diverse group of stakeholders.
- Excellent written and verbal communication skills including ability to negotiate difficult interactions and conflict.
- Ability to undertake administrative, data collection and reporting tasks.
- Proficient in computer programs.
- A commitment to and understanding of EEO policy and WH&S safety standards, and ethical practice principles.

Details can also be found at

<https://northernriversclc.org.au/work-or-volunteer/jobadvert/>

Applications must address all selection criteria, include a current resume and cover letter.

Applications close at 9am on Monday 9 March 2026.

Any enquires can be directed to Kylie McKenzie at kylie.mckenzie@northernriversclc.org.au or 0477 283 019.



Northern Rivers Women's Domestic Violence Court Advocacy Service

Six Month Maternity Leave Position - April to October 2026

DV Specialist – Aboriginal Focus Worker

Permanent Position – 35 Hours per week (Negotiable)

SCHADS Level 5 + salary packaging

The Service has an exemption under s31 and s14d of the Anti-Discrimination Act 1977 to employ Aboriginal women in this role.

The position responsibilities include - intake information and referral, safety assessment and planning, case coordination and assistance in implementation of Safety Action Meetings and court advocacy as per the job description.

Applicants must address each of the essential selection criteria separately in their application and include a current resume and cover letter.

Selection Essential Criteria:

1. Relevant experience and knowledge in working within the domestic violence sector with a commitment to a feminist framework;
2. Demonstrated experience in engaging with Aboriginal communities and service sector in activities such as community development, advocacy, education and awareness;
3. Demonstrated negotiation and conflict resolution skills and the ability to work as part of a team in a co-operative work environment;
4. Demonstrated understanding of the dynamics, complexities and legal and social welfare consequences of domestic violence;
5. Demonstrated ability to engage effectively with clients in crisis and provide appropriate, trauma-informed and healing centred support;
6. Broad level experience in working with clients with complex needs, particularly; mental health, alcohol and other drugs and disabilities;
7. High level organisational, administrative and IT skills;
8. Excellent communication skills, particularly in negotiation and brief interventions;
9. Current driver's licence and ability to travel within the Northern Rivers region and to Sydney for conferences or meetings.

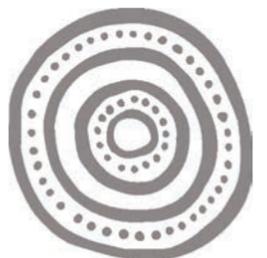
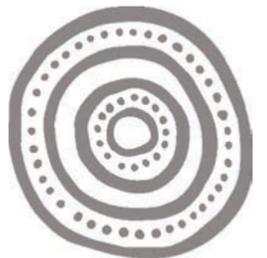
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Part-time Cultural Assessor (Identified)

About the role

Join the MacKillop Foster Care team and make a real difference in the lives of First Nations children and young people.

As the Cultural Assessor, you will be instrumental in ensuring Victorian foster carers are culturally appropriate. Together with the Victorian CR&D team, you will conduct a cultural competency assessment for all potential foster carers, ensuring that they are fully equipped to provide inclusive, culturally responsive care.

Benefits

- Active Stretch Reconciliation Action Plan (RAP)
- Warrungarli First Nations Recruitment, Retention & Professional Development Strategy
- First Nations Employee Assistance Program
- Yarning Circles and Professional Supervision
- Aboriginal and LGBTIQ+ Communities of Practice
- Membership of Ngindaay Guumaldanha – Aboriginal Staff Network
- Salary packaging
- Discounted Fitness Passport Membership

How to apply

If this sounds like you, please visit MacKillop Career website www.mackillop.org.au/careers/positions-available.

This is a special measure under the Equal Opportunity Act 2010 Section 12 and Section 89 for Aboriginal and/or Torres Strait Islander applicants only.



Videographer and Editor

The Videographer plays a key creative and technical role within Imparja Television, responsible for capturing, producing and delivering high-quality video content across broadcast, digital and commercial platforms.

This role supports a wide range of content needs, including promotional, editorial, corporate and commercial video production, and works closely with internal teams and external clients to bring stories, campaigns and concepts to life.

The Videographer is expected to demonstrate strong cinematography skills, creative thinking and a passion for visual storytelling, while working efficiently in a fast-paced broadcast environment. Creativity, innovation and attention to detail are essential, as is the ability to adapt content for different audiences and platforms.

To view a detailed job description and submit your application (a resume and cover letter) explore this role further, please visit our website www.imparjacom.au/careers for full details.



For all your advertising needs

email: advertising@koorimail.com