



Cultural Capability Advisor, Office of Indigenous Engagement

Location: Brisbane preferred. Other locations with a CSIRO site will be considered on a case-by-case basis.

Salary: AU\$83k - AU\$94k plus up to 15.4% superannuation

Tenure: Specified term up to March 2021

Reference: 65651

The Opportunity

- **Contribute to increased awareness and understanding of Aboriginal and Torres Strait Islander culture, histories, protocol and engagement**
- **Collaborate with others to deliver on CSIRO's Reconciliation Action Plan**
- **Join CSIRO - Australia's National Science Agency**

We are seeking an experienced individual to join our team as Cultural Capability Advisor within the Office of Indigenous Engagement (OIE). The OIE provides support and advice to CSIRO staff in developing and maintaining engagement with Aboriginal and Torres Strait Islander communities, and key stakeholders. In this role, your key focus will be on leading and delivering initiatives that will build the capability of CSIRO to engage appropriately and ethically with Aboriginal and Torres Strait Islander communities/people/stakeholders through a range of activities underpinned by CSIRO's Reconciliation Action Plan. You will also be involved in the development and implementation and/or administration of policies, systems and procedures that assist the organisation and the OIE to deliver on the Reconciliation Action Plan, achieve their objectives and meet Government and regulatory responsibilities.

This position is identified – applicants will be required to provide a Cultural Referee as part of their application. The cultural referee will be asked to support your application in relation to your ability to work with Aboriginal people and Torres Strait Islander people.

Your duties will include:

- Developing, delivering and leading identified activities within the Reconciliation Action Plan with a key focus on managing and implementing CSIRO's Cultural Capability Framework to internal and external audiences.
- Working collaboratively across CSIRO by supporting and providing internal Business Unit (BU) leaders with cultural advice and connections to enable achievement of CSIRO strategies that align to Reconciliation Action Plan deliverables and complementary Diversity, Inclusion and Belonging Programs.
- Developing, implementing and managing identified Reconciliation Action Plan activities within the allocated resources of the OIE.
- Establishing networks with other professionals in the field to ensure that the service provided by the OIE continues to add value and programs or systems are tailored to clients' needs and team members.
- Assisting to develop and maintain a network of contacts between CSIRO and key stakeholders of the OIE to aid in the engagement and delivery of Reconciliation Action Plan initiatives.
- Contributing to the collection of Reconciliation Action Plan reporting and working collaboratively as part of a multi-disciplinary, regionally dispersed team to carry out tasks to deliver on the OIE's objectives
- Under general direction, provide a discrete support service and represent the OIE by participating in internal and external meetings as required, participating in the planning of group activities, across a BU or group of functions for a single site.

To be considered you will need:

- A current driver's licence and the ability and willingness to travel regionally and interstate as required.
- A high level of knowledge and a strong understanding of Aboriginal and Torres Strait Islander societies, cultures and the issues affecting these cultures in Australian society.
- A high level of knowledge and extensive experience in engaging with Aboriginal and Torres Strait Islander communities, including remote, regional and urban communities.
- Highly developed interpersonal skills including the ability to establish and maintain relationships with other Aboriginal and Torres Strait Islander staff and colleagues, and the ability to communicate sensitively and effectively with Aboriginal and Torres Strait Islander people and community.
- The ability to develop, implement and manage activities and/or programs that aim to increase engagement and/or awareness of Aboriginal and Torres Strait Islander societies, cultures and issues.
- The ability to problem solve by identifying and developing appropriate solutions based on thorough evaluation, interpretation of CSIRO policies and procedures and seeking appropriate advice from supervisors and colleagues.

For full details about this role please review the Position Description.

Eligibility

The successful applicant will be required to obtain and provide a National Police Check or equivalent.

Flexible Working Arrangements

We work flexibly at CSIRO, offering a range of options for how, when and where you work. Talk to us about how this role could be flexible for you. Balance

Diversity and Inclusion

We are working hard to recruit diverse people and ensure that all our people feel supported to do their best work and feel empowered to let their ideas flourish. Find out more: Diversity and Inclusion Strategy

We are committed to the safety and wellbeing of all children and young people.

About CSIRO

At CSIRO, Australia's national science agency, we solve the greatest challenges through innovative science and technology.

Join us and start creating tomorrow today!

How to Apply

Please apply on-line and provide your CV and a cover letter (two-page limit) that best demonstrates your motivation and ability to meet the requirements of this role, outlining in particular your experience engaging with Aboriginal and Torres Strait Islander communities, including remote, regional and urban communities.

Applications Close: 19th March 2020, 11:00pm AEST

[CLICK FOR FURTHER INFORMATION AND TO APPLY](#)