

First Nations Employment Consultant

- Full time or part time ongoing position
- Salary commensurate with experience, range: \$91,334 – \$114,165 (pro rata) plus super
- Attractive employee benefits including salary packaging, access to our First Nations Staff Network and ceremonial leave

About the role:

This is a special measures role and only Aboriginal and/or Torres Strait Islander peoples are eligible to apply, as per the Equal Opportunity Act 2010.

This newly created role within our People and Culture (P&C) team will help us become an employer of choice for First Nations people who are seeking rewarding careers in an organisation that values fairness, care and courage. You will partner with colleagues in P&C, the Aboriginal Services program, executives and managers to help VLA meet our shared goals for workforce representation and developing and supporting First Nations staff. You will assist us to strengthen our capability to attract, select, onboard and retain staff in a culturally safe and supportive way.

This role will see you contributing expertise and experience as well as practical and operational support. You will enjoy driving the recruitment, selection and onboarding processes for our established and highly successful clerkship and graduate pathway programs and exploring opportunities to build on their success.

About you:

Passionate about supporting employment pathways for First Nations people, you have a strong understanding of how to enable successful, culturally safe and rewarding career journeys, starting with best practice recruitment processes. You are excited by the opportunity to work with a mainstream organisation that has built a strong foundation upon which to build, and to contribute to the growth and impact of our First Nations Staff Network.

You will have solid recruitment expertise, and an interest in HR management and the work of VLA in our communities. You will enjoy working within a collaborative P&C team and being encouraged to further develop your skills and expertise. You understand barriers to employment faced by First Nations peoples and you develop strong working relationships, communicating and influencing effectively.

About Victoria Legal Aid:

Our vision is for a fair and just society where rights and responsibilities are upheld. With over 800 staff employed in 15 offices across Victoria, we help people with their legal problems by providing information, advice and education with a focus on the prevention and early resolution of legal problems. We also provide legal representation to those who need it most.

Employee benefits:

We offer attractive employment benefits including salary packaging (making part of your salary tax-free), flexible working arrangements, family friendly policies, cultural and ceremonial leave and opportunities for professional development. Whilst the work is challenging, you will be rewarded with a culture that is focused on achieving quality outcomes for disadvantaged Victorians.

How to apply:

For further information regarding the role, to view a position description and how to apply please click on the **Further Information** link below.

If you would like to discuss the role further please contact Jacinta Foley, Strategic Resourcing Manager on (03) 9269 0424. If you wish to speak to a member of our First Nations Staff Network about working at VLA, you are welcome to contact Courtney McGann, Project Manager - Aboriginal Services on (03) 9269 0192.

Applications close by 11.59pm on Thursday 4 March 2021

**CLICK FOR FURTHER INFORMATION
AND A LINK TO APPLY**