

# Lead, Aboriginal Workforce Strategy (Identified)

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- Department of Education
- Full-time ongoing appointment
- Clerk Grade 9/10
- Position number and location: 229417- Parramatta

Total remuneration package valued to: \$139,077 Package includes salary (\$113,343 - \$124,901), employer's contribution to superannuation and annual leave loading.

The Lead, Aboriginal Workforce Strategy is responsible for managing the design and delivery of the Department's Aboriginal Workforce Strategy. This includes developing and implementing, in collaboration with stakeholders, workforce programs and initiatives across the employee experience.

## How to apply

To apply for this role, please submit an application online and attach a cover letter (max. 2 pages) and your resume (max. 5 pages) in either Word or PDF format. Please address any **pre-screening questions and any essential requirements**. We are looking for you to demonstrate your competence in the focus capabilities as outlined in the role description. Please develop your responses with this in mind.

Please note that it is a requirement that all candidates submit their applications online.

**No paper based, email based or late applications will be accepted.**

**Note:** Aboriginality is a genuine occupational qualification and is authorised by Section 14 of the *Anti-Discrimination Act, 1977*.

Applicants for this position must be of Aboriginal descent, identify as being Aboriginal and be accepted in the community as such. Applicants who have not previously identified for the purposes of employment with the Department are required to provide a Confirmation of Aboriginality from a recognised incorporated Aboriginal Community organisation endorsed with common seal and a certified statutory declaration as defined in the [NSW Department of Education Confirmation of Aboriginality Guidelines](#)

## Pre-screening questions:

1. We are currently developing the Department's new Aboriginal Workforce and Leadership Strategy. Please give an example of an Aboriginal workforce or development program that you have led resulting in changes to processes, workplace culture and improved employment and development outcomes for Aboriginal staff. Describe the process you followed to manage deadlines and ensure success. (300 words maximum)
2. This role involves working closely with various internal and external Aboriginal stakeholders. How have you approached building relationships with your Aboriginal internal and external stakeholders? What challenges did you face and how did you overcome these? (300 words maximum).

## Essential requirements:

- Proof of Aboriginal and/or Torres Strait Islander descent through parentage, identification as being an Aboriginal person and being accepted in the Community as such.
- Tertiary qualifications and relevant experience in Human resources, Psychology or Organisational Development and/or relevant discipline.

The selection process will include a range of assessment techniques to assist in determining your suitability for the role.

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**Closing Date: 3 December 2021**

For enquiries about this role, contact Meg Price on 0414 712 013.

To apply online please visit [iworkfor.nsw.gov.au](http://iworkfor.nsw.gov.au) website and refer to the following keyword: **00008MWI**