



POSITION DESCRIPTION

POSITION DETAILS

Title:	First Nations Engagement Coordinator
Status:	Full time
Salary Classification:	Classification 6
Salary:	\$90,194 - \$96,819 plus super
Location:	Rockhampton, Gladstone, Emerald, Theodore (Negotiable)
Reports to:	Partnerships Leader

About FBA

FBA works for our central Queensland community to grow a sustainable, productive and profitable Fitzroy region.

Initiated by a group of passionate community members over 27 years ago, Fitzroy Basin Association (FBA) is central Queensland's lead Natural Resource Management organisation. FBA works for and alongside our regional community to grow a sustainable, productive and profitable Fitzroy region. FBA is uniquely placed geographically, strategically and operationally to deliver priority environmental, agricultural and community-based projects. FBA is committed to working in partnership with First Nations to increase their participation in, and leadership of, projects that protect the future prosperity and resilience of our land and sea.



PURPOSE

We are the people shaping the environment of the future.



VISION

Healthy and resilient natural assets.



LEGACY

Inspired and empowered communities who value our natural assets.

FBA Goals

Lead - regional connection and collaboration

Leverage - knowledge, science and partnerships

Create - value through people and solutions

Our People

FBA staff are passionate about our region, its people, the environment and our future. At FBA, we are committed to building a diverse and inclusive workplace that reflects the communities we serve. We welcome applications from First Nations peoples and value the unique perspective they bring to our team.

Our Approach with First Nations Partnerships

FBA seeks to implement a Free, Prior, Informed Consent process when we engage with First Nations. A Cultural Competency Framework guides FBA to build and regularly measure the cultural competency of our organisation. FBA's Indigenous Participation Plan and First Nations Engagement Plan outlines how the organisation intends to approach and seek to work with First Nations of the Fitzroy region, to encourage and enable participation in natural resource management.

Purpose of the Position

The First Nations Engagement Coordinator is responsible for supporting the development and continuation of inclusive partnerships with First Nations people, organisations and communities to increase participation in natural resource management in the Fitzroy region. The Coordinator will have an integral role in supporting FBA staff to connect and collaborate in culturally appropriate ways.

The First Nations Engagement Coordinator is an Indigenous-identified position.

Roles and Responsibilities

The First Nations Engagement Coordinator role will be able to:

- Understand the issues affecting First Nations people and have the ability to communicate sensitively and effectively;
- 1. Develop and maintain positive, trusting relationships with First Nations people and FBA;
- 2. Develop an understanding of how and when First Nations within the Fitzroy region wish to participate in natural resource management;
- Guide and support FBA to increase its cultural awareness and cultural competency;
- 3. Support FBA staff to understand and implement culturally appropriate practices for connecting and working with First Nations;
- Identify and pursue opportunities, in collaboration with FBA staff, to achieve First Nation participation in FBA's programs, projects and events;
- Enhance FBA's value and connection with First Nations through shared storytelling, consultation, project co-design and partnerships;
- Use systems and documents to track, evaluate and continually improve the effectiveness and appropriateness of FBA's cultural engagement and knowledge sharing;
- Support organisation-wide exploration of new initiatives that align with and enable FBA to deliver on the FBA strategic plan and vision;
- Undertake work in a manner that complies with FBA policies, procedures and values; and
- Support the corporate strategy and vision of FBA.

Qualifications and Experience

Qualification or equivalent experience in one or more of the following fields is desirable: Engagement, Community Development, Business, Governance or Indigenous Australian culture. Best practice knowledge of natural resource management, human behaviour and demonstrated experience in building and maintaining genuine long-term collaborative relationships would be highly regarded.

The First Nations Engagement Coordinator is an indigenous identified position. It is an occupational requirement that this position is filled by a person who identifies as a First Nation person of Australia.

Other Requirements

- The First Nations Engagement Coordinator will maintain their knowledge and skills through ongoing professional development.
- Demonstrated experience in Microsoft Office software.
- Possession of a current Australian Drivers Licence.
- Ability to travel and spend nights away from the home base to attend meetings, conferences and training.

Reporting and Supervision

This position reports to the Partnerships Leader and has no supervisory responsibilities.

Salary, Superannuation and other benefits

The successful applicant will be offered a Contract of Employment consistent with the FBA Policies and Procedures and FBA salary framework. In addition to superannuation guarantee payments, FBA offers to match voluntary superannuation contributions by employees up to an additional 3% of salary.

FBA is keen to work with arrangements that suit the right person/people for the job, and to that end, are willing to negotiate part-time arrangements, including job sharing. Daily hours of work are flexible, reflecting the need for the successful applicant to work hours that suit clients.

Further Information

Please contact the Corporate Services Manager on 07 4999 2824 for more information on the position. Visit our website at www.fba.org.au for further information on the organisation.

Applying for the position

Applicants should submit a current resume, letter of application and contact details of two recent referees through FBA's website (<http://www.fba.org.au/work-with-us/>) or by email to pamela.jeffery@fba.org.au. Selection for the position will be based on an applicant's ability to demonstrate the following knowledge and skills at interview.

Selection Criteria

1. Understanding of the issues affecting First Nations people and have the ability to communicate sensitively and effectively;
2. Experience engaging with First Nations people and Indigenous organisations.
3. Demonstrated cultural competency that allows for diverse and adaptable communication skills across a range of contexts.
4. Experience working in a team to achieve goals and outcomes.
5. Strong communication, interpersonal and negotiation skills with experience in developing and maintaining relationships or partnerships.

Working at FBA

FBA has four offices located across the Fitzroy region and is fortunate to have a team of 40 employees. At FBA all our employees are valued, integral to the success of the organisation and encouraged to contribute innovative ideas and suggestions that improve all aspects of our business. You will join a team of enthusiastic people that are passionate about the environment, its management and the people that care for it. FBA applies a flexible approach to help staff achieve a work life balance. FBA is an equal opportunity employer. Our corporate values lay the foundation for FBA's success and are embodied by our team members to achieve our strategic goals.

