



Position Description

Position Details

Title:	First Nations Engagement Coordinator
Status:	Negotiable – Part/Full time
Salary Classification:	Classification 6
Salary:	\$92,449 - \$99,239 (excluding super)
Location:	Rockhampton, Gladstone, Theodore, or Emerald (Negotiable)
Reports to:	Partnerships Leader

About FBA

FBA partners with communities across central Queensland to protect and enhance our natural environment. With over 50 staff based in Emerald, Gladstone, Rockhampton and Theodore, we bring practical solutions to the places that matter most.

From productive farms and healthy waterways to thriving landscapes and native species, we work alongside local land managers, industry and communities to deliver real results - supporting both people and nature.

For more than 20 years, we've built trusted relationships and delivered projects that make a lasting difference.

Join our growing team in a role where you can make real impact.

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;
- Develop and maintain positive, trusting relationships with First Nations people and FBA;
- 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;
- 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 aligned with the FBA's Policies and Procedures and 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 open to flexible arrangements including the negotiation of part-time and job-sharing arrangements to suit the right person/people. Daily hours of work are flexible, reflecting the need for the successful applicant to work hours that suit clients.

Applying for the position

Applicants are invited to submit a current resume, a cover letter and contact details of two recent referees via FBA's website (<http://www.fba.org.au/work-with-us/>) or by email to HR@fba.org.au.

While applicants are not required to answer selection criteria in their cover letter, selection for the position will be based on the successful applicant's ability to demonstrate the following selection criteria 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.

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.

Working at FBA

At FBA, you'll join a passionate, collaborative team committed to natural resource management and making a positive impact. We foster a culture of innovation and continuous improvement, supported by flexible work arrangements that promote wellbeing and balance.

As an equal opportunity employer, we're dedicated to inclusivity and respect. Our corporate values guide our work and unite us in achieving FBA's strategic goals.





Further Information

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