



Indigenous Engagement Officer (Identified Role – Indigenous)

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Acknowledgments

Acknowledgement of Country

CSIRO acknowledges the Traditional Owners of the land, sea and waters, of the area that we live and work on across Australia. We acknowledge their continuing connection to their culture and we pay our respects to their Elders past and present. [View our vision towards reconciliation.](#)

Acknowledgement of artist and artwork

‘Journeys’ by Bree Buttenshaw (Little Butten)

This artwork starts with a star, representing an oncoming Aboriginal and/or Torres Strait Island person into their team. This person brings their own knowledge and experiences to CSIRO.

As they journey through the different pathways provided by CSIRO they continue to grow. This is represented by the star getting bigger and more complex designs. The star is surrounded by other shining stars who influence and support their growth and development.

The star is always surrounded by others, they are part of a larger, supportive network.

This story takes place in the night sky, reflecting CSIRO’s exploration and research of sciences.

The star, continues on its journey, moving off the picture plane. Growth and the pathways that take us there are not defined by a single moment. Our learning journeys are forever expanding, shifting and growing.

Bree Buttenshaw is a proud Kalkadoon woman living on Quandamooka Country. Bree mixes traditional and contemporary art together to create unique stories. She is inspired by her environment and her art reflects her feelings and experiences.

Child Safety

CSIRO is committed to the safety and wellbeing of all children and young people involved in our activities and programs. [View our Child Safe Policy.](#)



About CSIRO

Who we are

Australia's national science agency



One of the world's largest multidisciplinary science and technology organisations



6,300+ dedicated people working across 51 sites in Australia and globally



State-of-the-art national research infrastructure



We delivered \$10.2 billion of benefit to the nation

CSIRO (Commonwealth Scientific and Industrial Research Organisation) is Australia's national science agency and innovation catalyst and one of the world's largest and most successful publicly funded research and development organisations.

CSIRO is one of the largest and most multidisciplinary mission-driven research agencies in the world. With 53 locations and over 6,300 people across Australia and internationally, CSIRO solves the greatest challenges through innovative science and technology to deliver world-class economic, environmental, and social benefits for Australia in a global context.

Many of CSIRO's innovations were once considered impossible. Fast WiFi, Aerogard insect repellent and the plastic Australian banknote, to name a few.

Until someone, just like you, joined us and took on the challenge.

We're recruiting the next generation of enterprise services professionals. See what is possible for your career.

We are committed to developing and supporting a diverse workforce in its broadest sense and know diverse teams are more effective and deliver more innovative outcomes for science.

CSIRO Education and Outreach

Education & Outreach programs

At CSIRO, we're passionate about the power of science, technology, engineering and mathematics (STEM) to unlock a better future for all Australians.

A trusted leader in STEM education, our programs aim to inspire the pursuit of further STEM education among students and the community, to equip the emerging workforce with tomorrow's skill sets, and to strengthen collaboration between industry and classrooms across Australia.

Our programs connect a network of more than 300 industry partners with Australia's education leaders, and together they bring STEM to life for more than 150,000 students each year. We offer a range of programs nationally, all designed to bring real science to life in our classrooms and communities. All our resources are curriculum aligned and use best practice STEM teaching methods, catering for primary to secondary schooling, and on to tertiary education and early career opportunities.

Living STEM

Living STEM is an education program aimed at connecting national STEM curriculum to Indigenous knowledges.

Living STEM supports primary and secondary school teachers to embed Aboriginal and Torres Strait Islander scientific knowledges in the school learning program through hands-on inquiry projects to increase student engagement and achievement in STEM.

Living STEM benefits all students by providing authentic and engaging STEM learning that deepens the connection with the country and culture where they live.

Living STEM supports schools to build partnerships with families and communities to include local Indigenous knowledge in school learning programs and foster reconciliation and respect for local Indigenous culture.

Visit [CSIRO Online](#) and [Education & Outreach - CSIRO](#) for more information.



Indigenous Science and Engagement

We know that to create a better future for Australia, we need Australia's first scientists, Aboriginal and Torres Strait Islander people, across every aspect of our organisation.

CSIRO invested in a new Indigenous Science program in 2021 to deliver a whole of organisation strategic approach to partnering with Aboriginal and Torres Strait Islander communities. The vision of the program is:

A science landscape in respectful partnership with Indigenous Australia delivering innovative, sustainable, holistic solutions to meet our greatest national challenges.

This vision requires disruptive and sustainable organisational change that will enable CSIRO to lead our Nation's science through an Indigenous knowledge and science lens.

The Indigenous Science and Engagement program (ISEP) works with colleagues across CSIRO to influence and initiate changes in their own teams, enhancing engagement with Indigenous communities and cultivating more Indigenous-led science projects.

Aboriginal and Torres Strait Islander Employment

Aboriginal and Torres Strait Islander people are Australia's first scientists and we know that to create a better future for Australia, we need Aboriginal and Torres Strait Islander people across every aspect of our organisation.

Our Aboriginal and Torres Strait Islander Employment Strategy and Reconciliation Action Plan (RAP) uses a strength-based approach and models a self-determining framework which enables us to lead our Nation's science through an Indigenous knowledges and science lens.

We aim to increase Aboriginal and Torres Strait Islander employment representation to 5% across our workforce and throughout the scientific, research, technical, fieldwork and support services fields. However, we recognise that our commitment to Aboriginal and Torres Strait Islander employment needs to go beyond numbers. It involves nurturing lasting connections with Aboriginal and Torres Strait Islander peoples and communities at every level of our organisation and within our workforce.

Aboriginal and Torres Strait Islander staff have access to our Aboriginal and Torres Strait Islander staff network which meets once a month, flexible working arrangements to support continual Community and Country connections and obligations, personal leave entitlements that recognise traditional kinship relationships and NAIDOC and Ceremonial leave so that staff can thrive in the workplace while balancing their community, personal and work lives.

Aboriginal and Torres Strait Islander people represent 2.5% of our workforce as of June 2024.

For more information visit [Aboriginal and Torres Strait Islander careers at CSIRO](#) and [Indigenous science at CSIRO](#).

Position Details

Communication & Information – CSOF4

THE FOLLOWING INFORMATION IS FOR APPLICANTS	
Job Reference	97285
Tenure	Specified Term until 30 Jan 2026 Full-time (preferred), however part-time and flexible working arrangements may be considered
Salary Range	AU\$93,267K – AU\$105,517K per annum (pro-rata for part-time) plus up to 15.4% superannuation
Location(s)	Perth or Pilbara regions, WA
Relocation Assistance	Will be provided to the successful candidate if required
Applications are open to	The position is only open to Aboriginal and/or Torres Strait Islander peoples with Australian Citizenship. CSIRO considers filling this position to be intended to constitute a special/equal opportunity/affirmative measure under <i>section 8(1) of the Racial Discrimination Act 1975 (Cth)</i> . Successful candidates are required to provide evidence to confirm that they are an Aboriginal and/or Torres Strait Islander person
Position reports to the	Program Manager – Program Development
Client Focus – Internal	20%
Client Focus – External	80%
Number of Direct Reports	0



Role Overview

As Australia's national science organisation, CSIRO solves the greatest challenges using innovative science and technology. As part of this work, the CSIRO Education and Outreach team aims to inspire the pursuit of Science Technology Engineering and Mathematics (STEM) education among students and the community and brings STEM to life. Education and Outreach is delivering a STEM engagement program, focusing on teacher engagement in the Pilbara region of Western Australia. The program is designed to show teachers and students how Aboriginal and Torres Strait Islander peoples created, developed, and used high-level science inquiry skills for over 65,000 years.

Through participation and completion of the program, educators are equipped with the knowledge, practices and resources required to implement the program inquiries in their classroom. The program provides a mixed delivery model of online and face-to-face activities to meet the educational needs of clusters and individual schools across the Pilbara region of Western Australia.

The primary role of the Indigenous Engagement Officer is to work with teachers in implementing student-centred inquiry-based STEM projects in schools and in nurturing and encouraging student's interest in STEM. The Indigenous Engagement Officer will facilitate the delivery of workshops with a focus on local traditional knowledges and practices and deliver face-to-face and online training including modelling the delivery of inquiry units in the classroom. The Indigenous Engagement Officer will also answer teacher questions, facilitate the sourcing of materials, and generally support teachers to feel confident and be capable to deliver an inquiry-based learning approach and embedding Aboriginal and Torres Strait Islander knowledges. The Indigenous Engagement Officer will provide the tools schools require to make connections with local communities and form meaningful relationships.

Duties and Key Result Areas

- Understand how to embed Aboriginal and Torres Strait Islander knowledges into the classroom and transfer this understanding to teachers.
- Establish, maintain, and foster ongoing and culturally respectful relationships with diverse cohorts of students, schools, teachers, families, and the local community to support the engagement, uptake and delivery of the program.
- Communicate and build relationships with schools in the Pilbara region of WA.
- Build and maintain positive relationships with sponsors and other key stakeholders.
- Contribute to the development of teacher professional development resources on student-centred, inquiry-based STEM projects in an Indigenous context in schools.
- Deliver the program face-to-face to teachers in schools and support implementation of the program.
- Manage and promote participant enrolment in the digital learning experience, while providing support to facilitate the program's implementation in schools.
- Communicate effectively and respectfully with all staff, clients, partners and suppliers in the interests of good business practice, collaboration and enhancement of CSIRO's reputation.
- Work collaboratively as a member of a geographically dispersed team, to carry out tasks under limited direction.

- Manage workload and competing priorities to ensure program outputs are delivered on time.
- Assist with the monitoring and evaluation activities for programs and prepare timely written reports for program partners.
- Generate improved solutions in work situations, trying creative ways to deal with problems and opportunities.
- Adhere to the spirit and practice of CSIRO's Values, Code of Conduct, Health, Safety and Environment plans and policies, Diversity initiatives and Zero Harm goals.
- Other duties as directed.



Required Competencies

Teamwork and Collaboration: Cooperates with others to achieve organisational objectives and may share team resources in order to do this. Collaborates with other teams as well as industry colleagues.

Influence and Communication: Uses knowledge of other party's priorities and adapts presentations or discussions to appeal to the interests and level of the audience. Anticipates and prepares for others' reactions.

Resource Management/Leadership: Allocates activities, directs tasks and manages resources to meet objectives. Provides coaching and on the job training, recognises and supports staff achievements and fosters open communication in the team.

Judgement and Problem Solving: Investigates underlying issues of complex and ill-defined problems and develops appropriate response by adapting/creating and testing alternative solutions.

Independence: Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).

Adaptability: Copes with ambiguity or situations that lack clarity. Adapts readily to changing circumstances and new responsibilities (which may include activities outside own preferences) in the interests of achieving team objectives. Recognises the need for and undertakes personal development as a result of changes.

Selection Criteria

Essential

Under CSIRO policy only those who meet all essential criteria can be appointed.

1. An undergraduate degree in a relevant discipline such as STEM Education or STEM Communication, and/or extensive relevant professional experience with a focus on Aboriginal and/or Torres Strait Islander people, knowledges and perspectives.
2. A strong demonstrated knowledge and understanding of Aboriginal and Torres Strait Islander societies, cultures, and the issues affecting these cultures in Australian society with a demonstrated ability to communicate sensitively and effectively with Aboriginal and/or Torres Strait Islander peoples.
3. Experience working with or developing education programs or resources in an Aboriginal and Torres Strait Islander context, preferably utilising inquiry based learning methodology, including experience delivering teacher professional learning face-to-face.
4. Highly developed interpersonal skills and proven ability to establish and maintain strong and productive working relationships and networks with teachers, stakeholders, and other external and internal stakeholders
5. Demonstrated project coordination skills and experience in managing multiple priorities with competing deadlines, as well as the ability to demonstrate initiative, self-motivation, and flexibility.
6. Demonstrated ability to deal with ambiguity, successfully adapting to changing circumstances as well as the ability and willingness to find workable solutions to complex problems and resolve complaints using creativity, reasoning, past experience and sound judgement.
7. The successful candidate must be willing and able to travel regularly to the Perth and Pilbara region and travel interstate occasionally.
8. Ability to obtain and provide evidence that they hold a valid paid/employee (not volunteer) Working with Children/ Vulnerable People Check prior to confirmation of appointment.

Desirable

1. Good understanding of the diversity of science undertaken at CSIRO and its place in the National Innovation and Science Agenda.
2. A network of community contacts within the Pilbara relevant to the role and evidence of the ability to form and foster enduring and mutually beneficial relationships.

Special Requirements

Appointment to this role is subject to provision of a pre-employment background check and may be subject to other security/medical/character clearance requirements.

- The successful candidate will be asked to obtain and provide evidence of a National Police Clearance or equivalent. Please note that individuals with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.
- The successful applicant is required to provide evidence to confirm that they are an Aboriginal and/or Torres Strait Islander person.
- The successful candidate will be required to provide contact details of at least one Aboriginal and/or Torres Strait Islander person to be a cultural referee to confirm their ability to work and communicate respectfully with Aboriginal and/or Torres Strait Islander peoples.
- This role has child safety obligations. Accordingly, the successful candidate will be required to obtain and provide evidence that they hold a valid paid/employee (not volunteer) Working with Children/ Vulnerable People Check prior to confirmation of appointment.

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

How to apply

To apply for this role, please submit your application on-line. For internal candidates please apply via Jobs Central.

To appropriately assess your application, we ask that candidates provide the following:

- **Cover Letter** – outlining the motivation for applying and aligning capabilities and experience relevant to the selection criteria. This document should not be longer than two pages.
- **Curriculum Vitae or Resume** – outlining relevant experience, and education to the program.

If you experience difficulties when applying, please email careers.online@csiro.au or call 1300 984 220.

Reference Checks

Contact details for Referees will be requested following the interview process for candidates who progress to the next stage of the recruitment process.

Please note that any Referees will only be contacted after prior consultation with the candidate, and it is the candidate's responsibility to ensure that their referees are willing to provide reports when contacted by CSIRO.

Applications close

The closing date of this advertisement is ***Sunday 1st September 2024 11:00pm AEST***

Enquiries

If you would like to have a confidential discussion about this role, please contact Leah Solyom via email at leah.solyom@csiro.au or the Indigenous Talent team at IndigenousCareers@csiro.au.

As Australia's national science agency and innovation catalyst, CSIRO is solving the greatest challenges through innovative science and technology.

CSIRO. Unlocking a better future for everyone.

Contact us

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[csiro.au/contact](https://www.csiro.au/contact)

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