# Position Details

## Administrative Services- CSOF6

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| The following information is for applicants | |
| Advertised Job Title | Indigenous Facilitator - NESP Climate Systems Hub (Identified role – Indigenous) |
| Job Reference | 95617 |
| Tenure | Specified Term of 3 years until 30 June 2027  Full-time |
| Salary Range | AU$121,455 - AU$142,321 per annum (pro-rata for part-time) plus up to 15.4% superannuation |
| Location(s) | Aspendale (VIC), Hobart (TAS) or Canberra (ACT) preferred. Other locations negotiable. |
| 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 the filling of this position is intended to constitute a special/equal opportunity/affirmative measure under section 8(1) of the Racial Discrimination Act 1975 (Cth).* Successful candidates are required to provide evidence to confirm that they are an Aboriginal and/or Torres Strait Islander person. |
| Position reports to the | Hub Leader (CSIRO) |
| Client Focus – Internal | 25% |
| Client Focus – External | 75% |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Simon Marsland via email at simon.marsland@csiro.au |
| How to apply | Apply online at <https://jobs.csiro.au/>  Internal applicants please apply via **Jobs Central**  If you experience difficulties when applying, please email [careers.online@csiro.au](mailto:careers.online@csiro.au) or call 1300 984 220. |

### 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 pay our respects to their Elders past and present. View our [vision towards reconciliation](https://www.csiro.au/en/about/Indigenous-engagement/Reconciliation-Action-Plan).

**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](https://www.csiro.au/en/about/policies/child-safe-policy).

**About Us**

The National Environment Science Program (NESP) is a collaboration (CSIRO, Bureau of Meteorology, 5 universities and state governments) that represents long term commitment by the Australian Government, funding environment and climate research. The program:

* Provides evidence for the design, delivery and on ground outcomes for environmental programs,
* Helps decision makers, including from Indigenous communities, build resilience and
* Supports positive environmental social and economic outcomes.

NESP values and understands the importance Traditional Knowledge plays in managing and sustaining land and sea Country and is dedicated to developing and expanding Indigenous partnerships in scientific research to help achieve better on-ground outcomes for the environment.

NESP supports Indigenous aspirations to maintain, protect and manage culture, language, land and sea Country, and heritage. It is one of the largest and most significant (funded) environmental research programs offered by the Commonwealth Government with strong alignment to CSIRO’s Corporate Plan, including to develop science excellence and breakthrough knowledge, to be a trusted advisor for Australia, and to work in collaborative networks across the innovation system. Leading the NESP Climate Systems Hub also enables CSIRO to maintain its position as lead convenor of the Australian climate science research sector.

### Role Overview

The Indigenous Facilitator will be responsible for facilitating strong partnerships, collaborations and engagement between Indigenous Australians and the Climate Systems Hub of NESP. The Indigenous Facilitator will work closely with the Hub Leader (CSIRO) and program management as well as Hub project leaders to ensure that Indigenous engagement and partnership activities over the life of the Hub are in accordance with the Hub’s Indigenous Partnerships Strategy.

The Climate Systems Hub has established a range of relationships across the National Environmental Science Program and with Indigenous people and Traditional Owner groups across the country and the Indigenous Facilitator will support these relationships through the continuing development of the National First Peoples Platform on Climate Change.

The Indigenous Facilitator will act as a respected and influential voice on matters pertaining to the development of Indigenous-led co-design activities, Indigenous engagement strategic advice and opportunities for the Hub to deliver projects that support First Nations communities considering a changing climate in caring for Country.

### Duties and Key Result Areas:

* Lead implementation of the Climate Systems Hub Indigenous Partnerships Strategy and advise the Hub leadership team on creating and maintaining a culturally safe working environment.
* Lead the secretariat of the National First Peoples Platform on Climate Change.
* Provide strategic advice to the Hub and the Australian Government Department of Climate Change, Energy, the Environment and Water (DCCEEW) on best practice Indigenous Engagement including strategic approaches, Indigenous policy frameworks, risk management, Free, Prior and Informed Consent and Indigenous Cultural and Intellectual Property.
* Manage, facilitate and provide leadership in the development and implementation of the activities of the National First Peoples Platform on Climate Change including the delivery of a National First Peoples Gathering on Climate Change.
* Manage relationships with internal and external stakeholders on a range of areas as it relates to Indigenous engagement and policy directly related to Climate Systems Hub matters.
* Attend and participate in the NESP Indigenous Facilitation Network quarterly meetings as coordinated by DCCEEW.
* Attend meetings and participate as a member of the Climate Systems Hub Steering Committee.
* Present and facilitate Indigenous engagement activities on behalf of the Climate Systems Hub and the NESP Indigenous Facilitation Network when required.
* Review and contribute to Hub annual Research Plans and regular reporting.
* Other duties as required.

## **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:** Identifies critical stakeholders and influences them via an influential third party, for example through an established network, to gain support for sometimes contentious, proposals/ideas.
* **Resource Management/Leadership:** Provides leadership that fosters an environment that encourages new ideas and provides support for the development of emerging skills. Creates trust by displaying consistency, understanding, integrity and patience. Plans, seeks, allocates and monitors resources to achieve outcomes.
* **Judgement and Problem Solving:** Anticipates and manages problems in ambiguous situations. Develops and selects an appropriate course of action and provides for contingencies. Evaluates, interprets and integrates complex bodies of information and draws logical conclusions, synthesises proposals and defends options with reasoned arguments.
* **Independence:** Assesses the risk and opportunity of identified strategies, options and actions. Overcomes problems and setbacks in achieving goals. Invariably includes consideration of value-added future impact on bottom line when determining the optimal and efficient use of resources.
* **Adaptability:**Demonstrates flexibility in thinking and adapts to and manages the increasing rate of organisational change by adjusting strategies, goals and priorities.

## **Selection Criteria**

#### Essential

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

1. Tertiary qualifications in a relevant discipline, and /or equivalent experience in consulting or project management.
2. Demonstrated track record of genuine consideration of Traditional Owners and Custodians as part of a project process and demonstrated experience engaging, interacting and co-operatively working with Traditional Owners and with a broad range of stakeholder groups.
3. Experience representing an organisation and / or project team in Aboriginal and / or Torres Strait Islander communities and respectfully delivering against organisational objectives.
4. A proven ability to establish and maintain co-operative relationships in a complex, multifaceted environment, anticipating potential issues and delivery of effective resolutions to complex problems.
5. Sound judgement, a proven ability to maintain confidentiality and a demonstrated ability to deal with ambiguity and adapt to changing circumstances with the capacity for self-motivation and self-management.

## **Desirable:**

1. Working knowledge of or experience with Australian Government Departments.
2. Working knowledge of or experience with Climate Systems Hub partners.
3. Ability to travel (Remote / driver licence)

Special Requirements

Appointment to this role may be subject to conditions below including provision of a national police check as well as other security/medical/character clearance requirements.

* The successful candidate will undertake a pre-employment background check. 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 people.

## **About CSIRO:**

We solve the greatest challenges through innovative science and technology. To find out more visit us [online](http://www.csiro.au/)!

CSIRO is a values-based organisation.  In your application and at interview you will need to demonstrate behaviours aligned to our values of:

* People First
* Further Together
* Making it Real
* Trusted