# Position Details

## Aboriginal and Torres Strait Islander Cadetship

|  |
| --- |
| The following information is for applicants |
| Advertised Job Title | Indigenous Cadetship – Land and Water  |
| Job Reference | 70800 |
| Tenure | Duration/remainder of full-time study program |
| Salary Range | Weekly stipend of AU$300 during periods of full-time study + 12 weeks paid work placement each year (starting at AU$610 per week before tax) |
| Location(s) | Cairns, Queensland |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | Open to people of Australian Aboriginal and/or Torres Strait Islander descent (*Confirmation of Aboriginality and/or Torres Strait Islander descent will be required prior to confirming the appointment).*The filling of this vacancy is intended to constitute an affirmative measure under subsection 8(1) of the *Racial Discrimination Act 1975*. |
| Position reports to the | Team Leader |
| Number of Direct Reports | 0 |
| Enquire about this job | Contact Pethie Lyons via email at Pethie.Lyons@csiro.au or phone +61 07 4059 5017 |
| How to apply | Apply online at <https://jobs.csiro.au/> Internal applicants please apply via **Jobs Central**Please follow the instructions on how to apply that are included in the job advertisement. If you experience difficulties when applying, please email careers.online@csiro.au or call 1300 984 220. |

### Role Overview

The Indigenous Cadetship Program is an initiative of the CSIRO Indigenous Engagement Strategy which seeks to significantly increase Indigenous employment nationally within CSIRO. Through this strategy, CSIRO aims to enhance the educational, employment, training and career development opportunities for people of Aboriginal and/or Torres Strait Islander descent.

Indigenous Cadetships may be offered to people of Australian Aboriginal and/or Torres Strait Islander descent who are enrolled for full-time study in their first undergraduate degree course at an Australian university. Upon successful completion of the Cadetship, Cadets will be encouraged to apply for positions in CSIRO relevant to their qualification and skills.

An opportunity exists for a cadet to join CSIRO Land and Water to work on a joint project with the Great Barrier Reef Foundation, Traditional Owner-led Integrated Monitoring and Reporting (IMR). This is an exciting project to pilot the Strong Peoples – Strong Country heritage monitoring framework that connects the health of the Reef and its catchment to the quality of life enjoyed by Traditional Owners. The framework was developed during 2018 by the Indigenous Heritage Expert Group with Traditional Owners in the catchment. The framework is key input to the Indigenous heritage theme of the Reef 2050 Integrated Monitoring and Reporting Program (RIMReP).

In this role you will work as part of the CSIRO Collaborative and Indigenous Science Team to support the Great Barrier Reef Foundation and the Traditional Owner-led IMR Technical Working Group to plan and further develop the Strong Peoples – Strong Country framework. The project will provide the opportunity to gain experience working in an Indigenous-led process to embed Indigenous priority values into the management and protection of the World Heritage Great Barrier Reef.

Cadets can participate in CSIRO’s Aboriginal and Torres Strait Islander Staff Forum. The forum brings together Aboriginal and Torres Strait Islander employees across the organisation (via a monthly webinar) and offers invaluable networking opportunities, as well as providing another layer of support throughout the Cadetship.

### Duties and Key Result Areas:

* Provide logistical assistance for workshops, meetings and other research events to deliver collaborative and Indigenous science
* Follow existing and/or design new processes for adhering to Indigenous cultural protocols and other CSIRO protocols and ethical standards in research events
* Liaise effectively with a range of stakeholders as requested
* Conduct literature reviews
* Apply and adapt data-recording and entry systems
* Use a range of software packages to support research delivery
* Other tasks as required to support project delivery by the team
* Adhere to the spirit and practice of CSIRO’s 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:** Proactively seeks and considers the ideas and opinions of others from within and outside the team to help form decisions, plans or actions.
* **Influence and Communication:** Puts forward ideas by presenting factual information supported by data, definitions, examples, illustrations or other aids, which will assist in conveying meaning.
* **Resource Management/Leadership:** Uses allocated materials and equipment in an efficient and effective manner.
* **Judgement and Problem Solving:** Identifies and considers the implications of a range of available alternatives in order to select the most appropriate response to problems of a familiar or recurring nature.
* **Independence:** Accepts personal responsibility for doing the job well. Looks for opportunities to improve the way things are done and makes recommendations accordingly.
* **Adaptability:**Willingness to change ideas or perceptions based on new information, contrary evidence or other people's points of view. Prepared to try out different approaches.

## **Selection Criteria**

#### Pre-Requisite

1. Enrolment in full-time study in your first undergraduate degree course in environmental science, geography, natural and cultural resource management, community development, participatory methods, Indigenous culture and history at an Australian university.

#### Confirmation that you are of Aboriginal or Torres Strait Islander descent and identify as an Australian Aboriginal or Torres Strait Islander person.

#### Are accepted as an Australian Aboriginal or Torres Strait Islander person in the community in which you live or have lived.

#### Essential

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

1. Ability to demonstrate knowledge and interest of issues within contemporary Aboriginal and Torres Strait Islander societies, particularly those within the Great Barrier Reef.
2. Ability to gather information to assist with workshops and project reporting.
3. Computer literacy and the interest and ability to learn relevant software packages.
4. Willingness and ability to work in a team.
5. Interest in learning.
6. Passion to work with Traditional Owners and community.

## **Desirable:**

1. Strong cultural interest or connections with Reef Traditional Owners

Special Requirements

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

* The successful candidate will be asked to obtain and provide evidence of a National Police Check or equivalent. Please note that people with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.
* The successful candidate will be required to provide evidence that they are of Aboriginal and/or Torres Strait Islander descent.

## **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:

* 1. People First
	2. Further Together
	3. Making it Real
	4. Trusted

Find out more about CSIRO [Land and Water](https://www.csiro.au/en/Research/LWF)