



Dhimurru Aboriginal Corporation

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Miyalk (Womens) Project Facilitator Application Kit

Overview of Dhimurru Aboriginal Corporation

Management responsibilities

Dhimurru Aboriginal Corporation manages the Dhimurru Indigenous Protected Area (IPA) located on the Gove Peninsula in North East Arnhem Land. The Dhimurru IPA covers approximately 550,000 ha and includes 450,000 ha of marine estate. The terrestrial component is entirely Aboriginal Land granted pursuant to the *Aboriginal Land Rights Act (NT) 1976*. The Dhimurru IPA includes islands adjacent to the Peninsula coastline and offshore sites of significance. The membership of the Dhimurru Aboriginal Corporation is made up of those clans with estates and interests in the area described.

Permits

In addition to declaring the Dhimurru IPA, Dhimurru has negotiated several agreements providing authority to issue permits for access to “Designated Recreation Areas” on Aboriginal Land, an exclusive capacity to issue permits for tour operators, and recognition of Dhimurru as the Traditional Owners preferred land and sea management agency. Agreements include an agreement under Section 73 of the *Territory Parks and Wildlife Conservation Act 2000* and an agreement with the Northern Land Council to issue tour operator permits. Designated Recreation Areas are identified locations within the IPA where Traditional Owners have approved recreational access.

Governance

Dhimurru members elect a governing committee representing 17 clans who provide overall guidance to our staff of 20 and of which 15 are identified Yolŋu positions. Staff are responsible for day to day operations. In accordance with its’ agreements, Dhimurru must consult with relevant land owners before undertaking actions that may have an impact on particular estates. Operations are conducted according to the Dhimurru *IPA Management Plan 2015 - 2022*. Dhimurru operations are further assisted by an Advisory Group. The Advisory Group includes representatives from a number of collaborating organisations with management interests in Dhimurru’s land and sea IPA.

Management Plan

The Dhimurru IPA Management Plan 2015-2022 provides further information and detail on the establishment, purpose, and framework within which Dhimurru operates and other useful

information can be viewed and downloaded from the Dhimurru web site www.dhimurru.com.au.

Projects

Project priorities, aims and objectives are described in the 2015-2022 Dhimurru Management Plan. At an operational level, a number of these projects are currently managed by this position. Although there will necessarily be adjustments to match skill sets and interests, projects that you could be facilitating may include:

- Cultural heritage co-ordination including cultural landscape mapping
- Weeds monitoring and control and the co-ordination of the regional weeds group
- Biodiversity research projects
- GIS analysis and mapping
- Small native plant nursery and co-ordination of rehabilitation projects

This position would also be expected to support a range of land and sea management activities around our recreation areas and training for Ranger staff and Learning on Country students. The position has particular responsibility for Dhimurru's Miyalk (women) Rangers.

Partnerships

Dhimurru works closely with its partners and has developed a 'both ways' approach to managing country. Yolŋu land owners direct Dhimurru's program but are informed and assisted with non-Aboriginal scientific, intellectual, and physical resources provided by our partners. Partnerships of particular note include: the NT Parks and Wildlife Commission, the Northern Land Council, CSIRO, the Commonwealth Government, Northern Territory Government, Department of Agriculture, Department of Primary Industry, Fisheries and Forestry, Rio Tinto Alcan Gove and local organisations.

Funding

In order to maintain the programs and commitments required by its charter, Dhimurru actively seeks funding and resourcing. The business of finding, analysing, negotiating, and acquitting these resources consumes considerable time and effort. Key sponsors include Yolŋu land owners, Rio Tinto Alcan Gove, Commonwealth Government, the Indigenous Land Corporation, the Aboriginal Benefits Account, NT Government, the Australian Institute for Aboriginal and Torres Strait Islander Studies, CSIRO, Territory Natural Resource Management, NAILSMA, the Northern Land Council, Nhulunbuy Corporation and other local organisations. Many of these sources of income involve multiple contracts, all of which require ongoing monitoring and detailed reporting.

Training

Dhimurru also negotiates and provides a range of training programs in literacy and numeracy, law enforcement, first aid, tour operator, coxswains licence, business administration and Indigenous leadership. Concurrently, Dhimurru Rangers are undertaking certificate training in Natural and Cultural Resource Management. Key training providers are Batchelor College and Charles Darwin University. These activities provide Rangers with tangible and practical skills relevant to their employment and lifestyle. Capacity building develops Ranger confidence in representing Yolŋu interests in a variety of forums, gaining respect from both the Yolŋu and non-Yolŋu community.

Miyalk Rangers

Dhimurru believe that women provide a natural balance and strength to the workplace and organisation. The Miyalk Rangers are expected to participate and contribute to all aspects of the organisation and are afforded equal access to the full range of job opportunities within the workplace. For some jobs, the Miyalk and Dhirrimu (male) Rangers work separately, for others we work all together.

Dhimurru Vision Statement

Dhimurru's vision is stated in the following document which guides all of us in our work and decisions about land, sea and cultural management.

Dhimurru's vision is guided by the wisdom of our elders who founded Dhimurru. They have inspired us in our work. They exhorted us to look after the land for those who will follow, to protect and maintain it. In 1990 on behalf of the elders Roy Daḍayḥa Marika said, "Be firm and strong for the land, and the strength of your solidarity will sustain you in your cause.

"Our country (land and sea) will exist forever. It must be protected so that it will remain the same, so that it can be seen in the same way that the elders saw it in the past. Our vision and hope is that Yoḥu will continue to use our country for all the generations to come."

The elders said, "We the old people hope that Dhuwa and Yirritja country will continue to be looked after through the connection of yothu yindi.

"All our country is Yirritja and Dhuwa. Our songs, our law, our sacred art, our stories are embedded in our country, which is the foundation of our knowledge. That's how we see our country; that is what our Land Rights Act says.

"The decision-makers are the landowners, the clans that are connected through Yothu Yindi and Märi-Gutharra kinship. They have placed certain areas of our land in the hands of the Dhimurru Committee, which authorises the Dhimurru Rangers to manage and preserve, maintain and protect the areas designated for recreation use.

"The landowners put the recreation areas in Dhimurru's hands to manage. They envisage one committee, one voice, and one body under one umbrella, Dhimurru. Only Yoḥu will make decisions for this land, not government officials or any other person who is not a landowner.

"We envisage working together with the Parks and Wildlife Commission and other IPA collaborators; we need their help in making our vision a reality. With respect to the sea country in the IPA, we are committed to work together with all relevant agencies to ensure that our sea country remains healthy, our sites and their stories are protected, and our marine resources are used sustainably. But the only people who make decisions about the land are those who own the law, the people who own the creation stories, the people whose lives are governed by Yoḥu law and belief."

Duties:

Primary Objective

Working with minimal supervision, the Project Facilitator will coordinate projects identified in the 2015 – 2022 Dhimurru Management Plan including supporting Senior Rangers and Rangers in their roles.

Key Responsibilities

1. Undertake specific projects relevant to Dhimurru's Management Plan and corporate priorities.
2. Design and manage the implementation of projects to effectively meet project goals.
3. Prepare funding submissions.
4. Ensure that the projects are conducted in accordance with approved budgets.
5. Report on and acquit projects as required by the funding body and the Dhimurru Board.
6. Liaise with relevant landowners and stakeholders to ensure projects are designed and conducted appropriately.
7. Coordinate research and consultations as required.
8. Coordinate technical and expert input into projects as required
9. Coordinate Dhimurru's involvement in partner programs and project initiatives.
10. Assist with delivery of workplace training and provide mentoring and guidance to Senior Rangers and Rangers.
11. Maintain performance records for Senior Ranger and assist in recording performance of Rangers.
12. Assist in the general administration of the office and issuing permits as required.
13. Manage identified Dhimurru databases.
14. Implement and promote workplace safety according to legal requirements and OH&S work standards.
15. Promote equity, diversity and participation in the workplace.

There may be periodic appraisal of your performance in carrying out your obligations and duties under this agreement. This will be conducted in accordance with the Dhimurru Procedures and Delegations manual.

Conditions of Employment:

The position is salaried on a full time ongoing basis and in accordance with the Dhimurru Enterprise Agreement. Employment conditions include:

Base salary range:

\$75,322 - \$82,876 per annum

Address:

Dhimurru Aboriginal Corporation Office
11 Arnhem Road
PO Box 1551
Nhulunbuy, NT 0881

Housing:

Subsidised accommodation will be available for the right person depending on your requirements and availability.

Relocation and repatriation allowances:

Reasonable relocation costs will be provided to assist with the moving of the employee and their immediate family to the Gove region. Repatriation will be provided on the same basis following at least 3 years of full time service or on a pro rata basis following 12 months of service.

Hours of Work:

This position is required to work 36.75 hours per week, working on average 7.35 hours per day. Normal hours of work are 0800 – 1621 with a one hour unpaid lunch break.

Overtime:

All overtime must be approved by your manager and will normally be accrued as Flex credit.

Annual Leave:

Employees will be entitled to five weeks (25 DAYS) annual leave. In addition you will receive a 17.5% loading.

Personal Leave:

You will be entitled to 10 personal leave days per year. This is cumulative from year to year but is not paid out on termination of employment.

Long Service Leave:

In accordance with the Dhimurru 2017 Workplace Agreement and the NT Long Service Leave Act.

Superannuation:

Superannuation Guarantee: Dhimurru currently contributes 9.5 % of weekly salary.

Probationary Period:

A six-month probationary period is applicable to this position.

Supervision and Performance Reviews:

This position reports to and is reviewed by the Executive Officer.

Code of Conduct:

Ensure professional conduct is of the highest standard in accordance with Dhimurru's Code of Conduct and policies as adopted and modified from time to time.

APPLICATION COVER SHEET

Dhimurru Miyalk Facilitator

Applicants Full Name:
Postal Address:
Email Address:
Mobile Phone:
Work Phone:
Home Phone:
Preferred Contact Option(s)
Legal Work Status (including date of visa expiry if applicable)
Application should be marked CONFIDENTIAL and either posted to: Lisa Roeger, Dhimurru Aboriginal Corporation, PO Box 1551, Nhulunbuy, NT 0881 OR Emailed to: mrf@dhimurru.com.au Subject: Miyalk Project Facilitator
Please complete this form and attach it to the front of your application, which should include a copy of your resume and claims addressing the selection criteria as they appear on the sheet below. When addressing the selection criteria please limit your response for each criterion to a maximum of half a page. Responses should seek to demonstrate your competence against each criteria rather than simply listing relevant qualifications or experience.

Selection Criteria:

Please note that it is essential your application addresses each of the selection criteria by providing information relating to your qualifications, experience and skills; and by providing examples which demonstrate your abilities. Please limit your responses to a maximum of half a page for each of the following criteria.

1. Tertiary qualification(s) in Natural Resource Management and or Community Development coupled with substantive practical experience in Indigenous cultural and natural resource management;
2. Demonstrated experience and confidence working with Aboriginal land/sea managers and communities and a demonstrated ability to communicate effectively with Aboriginal people, particularly in the Northern Australian context;
3. Demonstrated experience managing staff, particularly when working in remote locations;
4. Knowledge of broader political issues concerning northeast Arnhem Land Yolngu particularly as concerns land and sea management;
5. Possess excellent verbal and written communication skills, including the ability to write reports for a range of audiences and to communicate sensitively and effectively with a range of Indigenous and non-Indigenous stakeholders;
6. Demonstrated experience in project administration and finance management including grant writing and budgeting and financial reporting;
7. Practical experience with the development and implementation of policies and procedures essential to a safe workplace.
8. Current valid driver's licence;
9. Ochre card (NT working with children clearance) or ability to obtain one.