



Job Title:	Anthropologist	Position No:	Various
Department:	Land & Law	Branch/Unit	Anthropology
Classification Level:	Professional Officer (PO2) – Senior Professional Officer (SPO)		
Reports to:	Section Manager	Direct Reports:	Nil

POSITION OVERVIEW

An Anthropologist is responsible for providing anthropological advice in relation to the implementation of the Aboriginal Land Rights (NT) Act 1976 (Cth) (ALRA) and the Native Title Act 1993 (Cth) (NTA). This will involve contributing to the Northern Land Council's (NLC's) Land Interest Reference (LIR) research relevant to Aboriginal peoples and groups in the NLC region. The primary focus of this position is to identify, represent and assist traditional Aboriginal owners (TAOs) and Native Title Holders (NTHs) in matters arising from the acquisition, use, occupation and management of their land under ALRA and the NTA.

KEY RESPONSIBILITIES & ACCOUNTABILITIES

- Work as a member of a multi-disciplinary team to ensure that the NLC is complying with their statutory functions as prescribed by ALRA, NTA, and other relevant legislation.
- Plan and undertake ethnographic research and analysis of Aboriginal land tenure systems, social organisation, matters of cultural significance, composition of local descent groups and processes of decision making of Aboriginal peoples and groups within the NLC's region.
- Research and prepare Land Information Releases (LIRs) identifying TAOs, affected Aboriginal groups and other interests pursuant to ALRA in relation to a variety of matters pertaining to land; and similarly, pursuant to the NTA, identifying NTHs.
- Under the supervision and guidance of senior Anthropologists, provide advice to stakeholders and assist with the management of land tenure disputes in accordance with Legislation and NLC policies and procedures.
- In consultation with senior Anthropologists identify, engage and oversee qualified Consultants to undertake ethnographic and other specialist research, as required. This includes preparing and drafting terms of reference, Consultant liaison, contract administration and compliance.
- Consult with TAOs and other interest groups regarding the distribution of ALRA s35(4) payments and other payments connected to Native Title agreements, ensuring that they are processed in accordance with the NLC's Section 35 ALRA Payments Policy. and other internal procedures.
- Under the direction of Senior Anthropology staff and/or Consultants assist in the preparation of ALRA and Native Title claims materials including genealogies, claimant profiles, sacred site registers, ethnographic maps and descriptions of economic use.
- In consultation with Senior Anthropology staff, prepare and review work plans to ensure they are aligned with scheduling organisational priorities, and Branch reporting timelines.
- Comply with NLC policy and procedures at both an organisational and operational level, ensuring that appropriate standards and operational protocols are maintained at all times.
- Perform any other reasonable tasks and duties that are required, that are within the scope of your position classification, service area and skill set as required.
- Adhere to the NLC Code of Conduct and work in a manner which is professional, respectful, and collaborative to foster sound working relationships within your immediate team and the broader organisation.
- Actively participate in performance enhancement processes and learning and development requirements of your role.
- Ensure your personal health and safety and that of others by undertaking your duties and tasks in a safe manner.



- Report all hazards and incidents to your direct supervisor immediately and complete all incident reporting requirements within the timeframes specified.

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POSITION REQUIREMENTS

ESSENTIAL REQUIREMENTS

- Degree in Anthropology, or related discipline; or extensive experience in a similar industry or role.
- Preferable minimum two (2) years practical experience.
- A working knowledge of the ALRA, the NTA and other relevant Legislation that impacts the NLC, or the ability to rapidly acquire such knowledge.
- Demonstrated understanding of, and interest in, the lived experiences of Aboriginal people in the NLC region.
- Demonstrated high level cross-cultural, interpersonal and verbal communication skills with an ability to effectively liaise, engage and coordinate across an organisation and to build productive working relationships with work colleagues, constituents and external stakeholders.
- Demonstrated capacity to work effectively within a multi-disciplinary team with the ability to work under pressure, prioritise workload in order to meet deadlines.
- Organisational and administrative skills of a high order, with the ability to manage projects and work with minimal supervision.
- Proven ability to research, prepare and draft anthropological reports, associated materials and other documents fit for purpose.
- Sound analytical and problem-solving skills with the ability to negotiate, consult and/or mediate issues as they arise.
- Proven skills in the use of IT resources (including MS Office), systems and databases or an ability to rapidly acquire knowledge for such systems.
- Current 'C' class licence, capacity and willingness to travel, fly and work in regional and remote areas for extended periods.

ADDITIONAL REQUIREMENTS - ANTHROPOLOGIST (Senior level)

- Minimum Bachelor of Arts (Honours) (Anthropology), or related discipline
- Minimum of four (4) years practical which demonstrates
 - Applied experience in a similar industry/context.
 - Working knowledge of ALRA, NTA and other relevant legislation.
 - Experience working with Aboriginal anthropology in northern Australia.

DESIRABLE REQUIREMENTS

- Ethnographic and field-based research experience with Aboriginal people.
- Demonstrated understanding of the 'traditional ownership' criteria of ALRA and NTH under the NTA and experience in analysing Aboriginal systems of land tenure within these criteria.

Date Approved: August 2024