



Position Description – First Nations Engagement Leader

Division	Engaged Community
Portfolio	Community Connections
Business Unit	Community Wellbeing
Level	6
Reports To	Lead Coordinator Community Strategy
Prescribed Position	Yes
Identified Position	Yes

Position Objective

The First Nations Engagement Leader will strengthen partnerships with Kaurna and other First Nations communities, supporting the City of Charles Sturt's reconciliation journey. This role drives initiatives that enhance social, cultural, and economic opportunities while embedding First Nations perspectives into Council's strategic direction and everyday practices.

Key Responsibilities

- Provide advice to internal and external stakeholders to support a culturally safe, respectful, and inclusive organisation for First Nations people.
- Build and maintain respectful, ongoing relationships with Kaurna representatives, Aboriginal and Torres Strait Islander community members, businesses, and organisations.
- Collaborate with People & Culture to implement cultural awareness and capability-building initiatives.
- Coordinate with multidisciplinary teams to deliver integrated, inclusive programs that reflect cultural safety and community priorities.
- Identify and address barriers to First Nations participation in Council services, ensuring meaningful engagement that reflects community needs.
- Develop and implement policies and strategies that support reconciliation and align with the National Agreement on Closing the Gap.
- Advocate for First Nations voices in Council decision-making and promote equity, justice and inclusion across all activities.
- Lead culturally informed projects that enhance First Nations representation, leadership and participation.

- Plan, implement, and evaluate events, programs, and initiatives that celebrate First Nations cultures and histories.
- Monitor the effectiveness of First Nations initiatives and recommend improvements to ensure relevance and impact.
- Uphold the City's Values of Passionate, Courageous, Caring and Progressive in all activities.
- Deliver excellent customer experience by being helpful, responsive and professional in all interactions.
- Identify, assess and manage risks within scope of responsibilities and escalate as appropriate.
- Positively contribute to our constructive culture by living our values which guide decision making and delivery of outcomes for our community.
- Actively deliver an innovative customer experience that's effortless, delivered with care and exceeds our customers' expectations.
- Responsible for being actively involved in the identification and management of the day to day risks of their activities and projects.
- Take reasonable care for your own and others health and wellbeing in accordance with the Work Health & Safety Act 2012 and with Council's Work Health & Safety Managements Systems.
- Take relevant actions in accordance with Legislative requirements under the Children's Protection Act 1993 Section 8A and Council's Children and Vulnerable Persons Policy.

Selection Criteria

Skills

- Proven interpersonal and relationship-building skills to navigate diverse stakeholder relationships effectively.
- Demonstrated ability to communicate sensitively with Aboriginal and Torres Strait Islander people, communities and organisations, achieving meaningful engagement outcomes.
- Significant organisational and project management skills to successfully plan, implement and evaluate complex initiatives.
- Proven capacity to work collaboratively in multidisciplinary environments and adapt to changing community priorities.
- Strong advocacy and influencing skills to achieve meaningful outcomes for First Nations people and communities.

Knowledge

- Comprehensive understanding of Aboriginal and Torres Strait Islander cultures, histories and contemporary issues, with particular focus on Kurna people.
- Sound knowledge of the National Agreement on Closing the Gap and its practical application at local government levels.
- Working knowledge of cultural safety principles, equity and inclusion frameworks.
- Developing awareness of relevant legislation, policies, and frameworks impacting First Nations communities.

- Sound understanding of best practices in community consultation and engagement processes, including co-design methodologies.
- An understanding of the role, responsibilities, and functions of local government is desirable.

Experience

- Considerable experience working with Aboriginal and Torres Strait Islander communities to build rapport and maintain strong, trust-based relationships.
- Experience in cultural leadership or providing strategic advice on First Nations matters within government or similar organisational settings.
- Proven experience leading successful advocacy initiatives and community engagement programmes that deliver tangible outcomes.
- Experience collaborating with internal and external stakeholders, including government and non-government organisations to achieve shared objectives.

Qualifications & Requirements

• This position is designated for Aboriginal and/or Torres Strait Islander applicants, as authorised under Section 56(2) of the Equal Opportunity Act 1984 (SA).	Essential
• A tertiary qualification in Community Development, Social Science or related field and/or commensurate demonstrated experience in lieu of formal qualifications.	Essential
• Child Safe Environments training.	Essential
• Working with Children Check (WWCC).	Essential
• Nationally Coordinated Criminal History Check (Police Check).	Essential
• Driver's Licence.	Desirable
• Out-of-hours work is required to attend events, Council meetings, or respond to community needs.	Essential