



<b>Position Title:</b>	<b>Senior Anthropologist, Sea Country</b>	<b>Position No:</b>	<b>DST8</b>
<b>Group:</b>	Land & Law	<b>Service Area</b>	Anthropology
<b>Classification Level:</b>	Senior Officer Grade B - SOGB		
<b>Reports to:</b>	Manager, Anthropology	<b>Direct Reports:</b>	Nil
<b>Special Measures:</b>	<i>No Not Applicable</i>		
<b>Location:</b>	Darwin	<b>Date Approved:</b>	February 2026

## POSITION OVERVIEW

The Senior Anthropologist Sea Country position is a key strategic role within the Anthropology Service Area working to coordinate and direct anthropological advice relevant to the Sea Country Service Area. Under the direction of the Manager Anthropology and the Sea Country Manager, the position will be the anthropology representative on the interdisciplinary Sea Country Team.

This position provides high level anthropological advice and strategic direction in relation to all Sea Country related matters. The position will also be responsible for ensuring that comprehensive applied research, timely and accurate anthropological advice, information and consultation concerning all relevant aspects of the *Aboriginal Land Rights (Northern Territory) Act 1976* (Land Rights Act), and other relevant legislation, are provided in order to support consultations relating to the Sea Country services. Such support may include participation in fieldwork if required.

## KEY RESPONSIBILITIES & ACCOUNTABILITIES

### LEADERSHIP

- Lead by example and demonstrate commitment to the Sea Country and Anthropology service area's delivery in alignment with NLC's vision, mission, values and business priorities.
- Contribute to the overall culture of the NLC by adopting the principles of the NLC People Centred Care and Leadership model, enabling positive contributions to enhance employee engagement and job satisfaction with Sea Country.
- Lead, motivate, develop, and empower team members to deliver in accordance with the Anthropology Service Area priorities, to deliver Sea Country Service Area objectives, within a framework that drives accountability.
- Ensure relevant staff have a clear understanding of their responsibilities, and encourage open and honest, two-way communication at all levels.

### STRATEGY

- Assist with the review and assessment of service delivery for Sea Country in order to identify new strategies, initiatives, and innovative courses of action to foster a culture of continuous improvement and improved service delivery.

### STAKEHOLDER ENGAGEMENT / RELATIONSHIPS

- Cultivate and maintain collaborative relationships with Traditional Owners (TOs) to support the NLC TO centric relationship model and service area deliverables.
- Coordinate and conduct consultations with TOs and other interest groups regarding the distribution of ALRA s35 for payments pursuant to the NLC's Section 35 ALRA Payments policy and procedures and other payments stemming from ALRA Sea Country agreements as required.



## SEA COUNTRY OPERATIONS

- In collaboration with other NLC Regional Anthropologists and/or consultants, co-ordinate the preparation of ALRA materials relevant to Sea Country consultations including genealogies, sacred site registers and ethnographic maps. Ensure effective consultation with TAOs and provision of timely and appropriate anthropological advice in respect of the above to the NLC.
- Direct and co-ordinate the research and preparation of LIR Information Releases (IR) identifying TOs and other interest and affected Aboriginal groups pursuant to ALRA relevant to a variety of matters pertaining to land and sea. Ensure timely responses to LIR requests through liaison with the NLC Project Officers, Officer in Charge (LIR) and/or other NLC Regional Anthropologists.
- In line with the Anthropology Service Area's policy and procedures, if no internal anthropologist available, recommend and engage suitably qualified anthropology consultants to undertake ethnographic and other specialist research, as required. Be responsible for the drafting of terms of reference, consultant liaison, contract administration and compliance.
- In liaison with other members of the Anthropology Service Area and/or consultants, coordinate the preparation and provision of high level written and / or verbal advice to the Sea Country Service Area and senior Land Council staff, including the provision of anthropological advice and opinion.
- Ensure the completion of reporting requirements in relation to Anthropology services statutory obligations and other external / internal reporting requirements and timeframes.
- Ensure adherence to all relevant compliance, governance, legislative and budgetary requirements within their operational delivery.

## PEOPLE MANAGEMENT

- Foster and maintain a People Centred Care management culture ensuring all people management practices are adhered to in accordance with our leadership model, policy, process under the guidance of senior leadership and P&C Advisory services.
- Maintain accountability and responsibility for:
  - the performance management of direct reports in accordance with the position requirements and NLC's organisational objectives
- Assist with the implementation of key transformative people related initiatives that are designed to guide the NLC into a space of contemporary and culturally safe practice.

## WORK HEALTH AND SAFETY

- Lead by example and cultivate a work culture and environment that prioritises the wellbeing, health and safety of our staff people centred care and leadership framework.
- Maintain team compliance and provide a safe working environment in accordance with, the NLC WH&S Management System and associated policies, procedures and plans ensuring you are fulfilling your duty of care in accordance with the legislative requirements.
- Actively support the review and investigation of critical as well as non-critical incidents and other hazards or risks identified in a timely manner.
- Promote and support organisational work health and safety initiatives.

*Our Land, Our Sea, Our Life*



## POSITION REQUIREMENTS

### ESSENTIAL REQUIREMENTS

- Post graduate qualification in Anthropology, or equivalent discipline, or Honour's degree in Anthropology
- Minimum four (4) years anthropological knowledge and understanding of systems of Aboriginal land tenure and social organisation, decision making processes and cultural protocols as they relate to the NLC's legislative frameworks and statutory functions.
- Demonstrated Anthropological knowledge and understanding of Aboriginal land tenure systems, decision making practices and culture as it relates to the NLC's functions and legislative framework.
- Demonstrated knowledge and understanding of the *Aboriginal Land Rights (Northern Territory) Act 1976* and *Native Title Act 1993* and experience in their application and the implications for the NLC's Aboriginal constituents.
- Experience in the management and coordination of large-scale projects on Aboriginal land including experience assisting with the management of budgets to deliver time-sensitive anthropological outcomes for traditional Aboriginal owners, the NLC and external proponents.
- Extensive field work, consultation and applied Anthropological experience in Aboriginal Australia within the ALRA legislative framework.
- Sound computer literacy skills in Microsoft 365 Office and other relevant software programs.
- 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.
- Current C Class Drivers Licence and the ability and willingness to undertake remote travel in a manual 4WD vehicle or light aircraft.

### DESIRABLE REQUIREMENTS

- Ethnographic and field-based research experience with Aboriginal people.
- Demonstrated understanding of, and interest in, the lived experiences of Aboriginal people in the NLC region.