

Position Description



**NORTHERN
LAND COUNCIL**
Our Land, Our Sea, Our Life

Job Title:	Anthropologist
Classification:	PO2/SPO (Depending on skills and qualifications)
Position No:	Various
Branch:	Land & Law – Anthropology
Reports to:	Manager, Anthropology
Date:	January 2023
Location:	Darwin

OUR ROLE

The Northern Land Council (NLC) is responsible for assisting Aboriginal people in the Top End of the Northern Territory to acquire and manage their lands and seas under the Aboriginal Land Rights Act (Northern Territory) 1976 (Cth) and the Native Title Act 1993 (Cth).

Nearly 50 years on we continue to serve over 50,000 Aboriginal people of the Top End and remain committed to enhancing Aboriginal peoples social, political and economic participation by supporting their aspirations and amplifying their voices on a range of issues impacting on their lands, seas, culture and communities.

OUR RESPONSIBILITIES

Consult

- With Traditional Owners
- Present and explain options to enable them to make decisions and choices with free, prior and informed consent
- Engage in two-way communication to actively listen and explain meaning

Be Responsive

- To Aboriginal people's needs and effectively advocate for their rights and interests
- Provide effective services to the people we represent and other stakeholders
- Complete actions and tasks in a timely way, be accountable by to the people we represent

Respect

- Aboriginal law, culture and tradition
- Our stakeholders and those who we work with
- Act with integrity, honesty and fairness
- Act in a manner that is appropriate and sensitive to cultural differences

Social Justice

- Promote the rights and participation of Aboriginal people to achieve equity, fairness and opportunity
- Demonstrate strong leadership and advocate on behalf of Traditional Owners

YOUR ROLE

The position 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) 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.

YOUR RESPONSIBILITIES

1. 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.
2. 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.
3. 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.
4. Liaise with internal stakeholders to ensure timely responses to LIR requests.
5. 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.
6. 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.
7. 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.
8. 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.
9. In consultation with Senior Anthropology staff, prepare and review work plans to ensure they are aligned with scheduling organisational priorities, and Branch reporting timelines.
10. Undertake all work in a safe manner and report any maintenance requirements, hazards, accidents, injuries or incidents in accordance with NLC policy to ensure all risks are mitigated appropriately.

YOUR SKILLS AND EXPERIENCE

ESSENTIAL

1. Demonstrated understanding of, and interest in, the lived experiences of Aboriginal people in the NLC region.
2. 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.
3. Degree in Anthropology, or related discipline; or extensive experience in a similar industry or role.

4. A working knowledge of the ALRA, the NTA and other relevant Legislation that impacts the NLC, or the ability to rapidly acquire such knowledge.
5. Demonstrated capacity to work effectively within a multi-disciplinary team with the ability to work under pressure, prioritise workload in order to meet deadlines.
6. Organisational and administrative skills of a high order, with the ability to manage projects and work with minimal supervision.
7. Proven ability to research, prepare and draft anthropological reports, associated materials and other documents fit for purpose.
8. Sound analytical and problem-solving skills with the ability to negotiate, consult and/or mediate issues as they arise.
9. Proven skills in the use of IT resources (including MS Office), systems and databases or an ability to rapidly acquire knowledge for such systems.
10. Current 'C' class licence, capacity and willingness to travel, fly and work in regional and remote areas for extended periods.

DESIREABLE

1. Ethnographic and field-based research experience with Aboriginal people.
2. Minimum Honours degree in Anthropology, or related discipline; or demonstrable, applied experience in a similar industry/context.
3. 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.

ADDITIONAL REQUIREMENTS

Significant travel to remote areas using 4WD vehicles is involved so possession of a "C" class drivers licence and ability to safely drive a manual 4WD drive vehicles is essential.

Our Land, Our Sea, Our Life

OUR STRUCTURE

