



Role Title:	Cultural Education /Engagement Officers Men's/ Women's	Reports to:	GM, Culture
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Primary Location:	Flexible	Employment Type:	Fixed Term (2 years)
Hours:	Part-time	People Leader:	No
Line of Business:	Culture	Job Level:	Individual Contributor

GLaWAC considers that being of Gunaikurnai heritage is a genuine occupational requirement for this position under s28 of the Equal Opportunity Act 2010 (Vic.)

Role Purpose: For their respective gender:

This role will support the GM Culture and GLaWAC to achieve the cultural strategy by delivering educationally focussed initiatives both within GLaWAC and to external partners that increase awareness and embed cultural practices.

This will be achieved through a focus on educational program development and delivery through training, coaching and mentoring. The Cultural Advisors will work with a broad range of stakeholders within GLaWAC and across the community and educational organisations to understand the opportunities and deliver programs that will support and strengthen Gunaikurnai cultural practices.

Role Accountabilities

Program Delivery	<ul style="list-style-type: none"> • Input to the design of educational programs in partnership with the GM Culture and other key internal and external stakeholders e.g the Gunaikurnai community, Elders, and educational organisations • Deliver and support training, coaching and mentoring in areas such as Gunaikurnai language conversations to GLaWAC partners or through educational institutions e.g as a VCAL offering, to increase awareness and embed cultural practices • Assistance with Cultural Heritage duties
Foster Cultural Understanding with internal partners and community	<ul style="list-style-type: none"> • Develop partnerships with community and organisations who support a cultural presence and aspirations of Gunaikurnai people • Provide cultural advice, knowledge and values to the On Country team, agencies and contractors to ensure experience and skills are exchanged around best land and water management practices • Assist with the delivery of Cultural Awareness training and Cultural Inductions to contractors • Provide support to the Cultural Business Manager
OH&S	<ul style="list-style-type: none"> • Undertake all work in a safe responsible manner using the correct safety practices to comply with relevant OHS legislation and company policy

Specific Role Competencies

Essential	<ul style="list-style-type: none"> • GLaWAC considers that being of Gunaikurnai heritage is a genuine occupational requirement for this position under s28 of the Equal Opportunity Act 2010 (Vic.) • Cultural Awareness • Certificate IV in Training and Assessment • Computer literacy • Well respected Gunaikurnai community member • Confident communicator with strong interpersonal skills to engage community and other key stakeholders • Ability to work across all teams to assist in educational programs and guiding cultural awareness across departments
Desirable	<ul style="list-style-type: none"> • Knowledge of Gunaikurnai culture, values, aspirations and customs and experience working with the Gunaikurnai people, community and key organisations and stakeholder groups • Experience working with Aboriginal people, including a demonstrated ability to communicate and engage sensitively and effectively with Traditional Owner led communities and organisations, knowledge of the social and cultural issues they experience along with a genuine appreciation and respect for their culture



Core Leadership Capabilities

CAPABILITY	BEHAVIOUR
Business Acumen	<ul style="list-style-type: none"> • Has a strong understanding of the business • Understands what GLaWAC does and how this applies to their role
Strategic Leadership	<ul style="list-style-type: none"> • Understands the key business goals of GLaWAC and how they contribute to it in their role
Collaboration & Stakeholder Management	<ul style="list-style-type: none"> • Builds and maintains strong relationships across the business and with partners • Works collaboratively with peers and other teams
Communication	<ul style="list-style-type: none"> • Tailors written and verbal communication to different audiences • Demonstrates active listening skills • Seeks clarification to build understanding of the other person's needs • Is able to express thoughts and articulate their ideas in a clear and concise manner (appropriate to the needs of the audience) • Effectively manages conflicts
Delivery Focus	<ul style="list-style-type: none"> • Always does what they say they will • Meets required deadlines with high quality output • Prioritises workload to achieve results and has the courage to ask for help if needed • Demonstrates the resilience to keep moving forward when faced with business challenges
Manages Self	<ul style="list-style-type: none"> • Is self-aware; knows personal strengths, weaknesses, opportunities and limits • Is cool under pressure, does not become defensive • Is open to and seeks feedback • Learns from mistakes

Mandatory Licence and Checks

- Mandatory Zero tolerance Drug and Alcohol Testing (Policy Agreement)
- Current Victorian Manual Driver's Licence
- Police Check

Other role requirements

- Remote travel may be required

Key Relationships

Internal

- GM, On Country
- GM Culture
- Cultural Business Development Co-ordinator

External

- Gunaikurnai community
- Elders Council
- Various Training bodies and schools
- Various agencies and government bodies