



Position Title	Drought Resilience Officer
Location	Toowoomba – across Bigambul Lands
Reports to	Executive Director
Department	Caring for Country
Direct Reports	Nil
Date of Approval	21/10/2021

<i>About BNTAC and our capability</i>	<p>The Bigambul People are Traditional Owners with a determination area currently covering more than 17,000 square kilometres in Queensland’s South-West region. The Bigambul People gained formal recognition as Native Title Holders on 1 December 2012.</p> <p>The Bigambul Registered Native Title Aboriginal Corporation holds our native title rights and interest in trust, representing our People in all native title matters for the benefit of our wider community.</p> <p><i>Our Purpose is to preserve pride through cultural identity and see Bigambul people become resilient, strong and empowered through leadership, knowledge and education that encapsulates self-determination, economic prosperity and independence.</i></p> <p><i>This supports our Vision: to honour, identify and occupy Our continuous connection to country through Our Ancestors and with Our Elders so we can teach and grow Our future generations and lay the foundations for a sustainable and thriving Bigambul Nation.</i></p> <p>BNTAC’s priorities for our current strategic planning and action period (2018-2023) are reflected in our Key Result Areas (KRAs) that make up our current Strategic Plan (see attached):</p> <ol style="list-style-type: none"> 1) Maintain rigorous corporate governance practices that are culturally inclusive, accountable and transparent 2) Invest in the preservation and advancement of historical and traditional lands, cultural knowledge and practices and promote Bigambul connection to country 3) Leverage commercial opportunities to build the economic strength of the Bigambul people 4) Build the skills and capacity of Bigambul people through expanded training opportunities 5) Bolster and maintain BNTAC capabilities in moving toward self-sufficiency.
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Caring for Country & Cultural Heritage Strategy	BNTAC’s <i>Cultural Heritage Land and Environment Rehabilitation and Preservation Policy and Management Plan</i> , establishes a framework for the preservation and rehabilitation of country, environment and culture as part of any major works
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	<p>undertaken on our lands, to ensure improved social, cultural and economic outcomes for Traditional Owners and Bigambul peoples.</p> <p>The key elements of this strategy include: Cultural Heritage Register, Caring for Country <i>Health Check</i>, Aboriginal Waterways Assessment (AWA) Tool, Cultural Flows work program and the Drought Preparedness, Resilience and Resistance Project.</p> <p>The aim of the <i>Drought Preparedness, Resilience and Resistance Project</i> is to better prepare and equip our nation – inclusive of our country and waterways, primary producers / land users and whole-of-community generally, to be more drought preventative, resilient and resistant.</p>
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Job Purpose	<p>This position will be responsible for the delivery of on-country demonstrations/information sessions/workshops that will be open to whole-of-community, though with particular emphasis on primary producers and agricultural/pastoral companies operating in and on our current determination area.</p> <p>The targeted demonstrations/sessions/ workshops will cover traditional burning practices, as well as preventative land rejuvenation techniques, to achieve Project objectives and successful outcomes for our Bigambul People.</p>
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Role Responsibilities	<p>Program Planning, including but not limited to:</p> <ul style="list-style-type: none"> • Identifying and working with Communities, Primary Producers and agricultural/pastoral companies and to determine their impacts on our lands. Develop a needs assessment/ engagement program for each group • Supporting identification and implementation of experimental, adaptive and transformative NRM practices and approaches that build drought resilience in agricultural landscapes – through effective mergers of best practice environmental and NRM practices with traditional ecological knowledge and cultural burning techniques • Supporting the establishment and strengthening of networks for shared outcomes – through this project’s collaborative and cross-sector/industry approach toward input, participation and engagement <p>Program Delivery, including but not limited to:</p> <ul style="list-style-type: none"> • Coordinating the logistics and undertake delivery of the demonstrations /information sessions/workshops into planned areas/participants • Coordinating and undertaking the effective facilitation, instruction and advocacy of key messages • Promoting BNTAC services and support assessment processes as appropriate • Providing advocacy and support for community/Bigambul peoples in positively supporting program objectives and outcomes <p>Operations & Quality</p> <ul style="list-style-type: none"> • Complying with and contribute to continuous improvement of all BNTAC’s policies, procedures and processes. • Delivering a high level of service, including the timely provision of agreed services to clients
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Other duties consistent with the position where required and/or requested by your Manager. Please note that the duties outlined in this Position Description are not exhaustive and are only an indication of the work of the role. BNTAC reserves the right to vary the Position Description.

Role Requirements	<p>Essential</p> <ul style="list-style-type: none"> • Australian Aboriginal and Torres Strait Islander (identified position) • Criminal History Check • Current C Class Drivers Licence (Qld) • Ability to travel across region as required and access to a registered vehicle (travel reimbursement for any travel undertaken). <p>Qualifications and Experience</p> <ul style="list-style-type: none"> • Degree, Diploma or Certificate relevant in both content and academic level and industry experience relevant to the Land Management Industry. • A Certificate IV in Training and Assessment - preferred. • Experience with Natural Area Management and Protected Area Management and conservation practices • Experience with traditional burning practices, as well as preventative land rejuvenation techniques <p>Desirable</p> <ul style="list-style-type: none"> • Demonstrated understanding and experience of Aboriginal & Torres Strait Islander communities/ cultural issues and extensive experience working with Aboriginal & Torres Strait Islander communities • Ability to teach and facilitate delivery of specialist culturally appropriate Land Management subjects and related courses to groups which may have a diverse range of abilities, backgrounds, and readiness. • Demonstrated skills and experience in assessing community needs including research, analysis, consultation and documentation of results • Ability to work effectively with a diverse range of stakeholders including Aboriginal & Torres Strait Islander residents, Aboriginal organisations, Council, Government and Non-Government agencies • Well-developed project management and time management and computer skills • Exceptional communication, interpersonal and negotiation skills
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How to Apply	<p>Please ensure your application consists of the following:</p> <ul style="list-style-type: none"> • A cover letter • Current CV <p><i>This is a 12-month project. This is a full time role with a salary circa \$80,000.</i></p>
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Bigambul , Aboriginal and or Torres Strait Islander People are encouraged to apply.

If you have questions, please call 0427 408 713.

Please email applications to info@engageandcreateconsulting.com.au

Closing date is Monday 1st November 2021.