Aboriginal Identified Positions

In general, Aboriginal identified positions within the NSW Department of Education and Training are strategically located to provide effective support to Aboriginal students and communities.

All or the majority of the work of an Aboriginal identified position will involve the development and/or delivery of policy, programs and services which impact on Aboriginal people and/or involve dealing with Aboriginal communities.

An ‘Aboriginal person’ as defined in the *Aboriginal Land Rights Act, 1983 (NSW)*:

- is of Aboriginal descent,
- identifies as an Aboriginal person, and
- is accepted by the Aboriginal community as an Aboriginal person.

The identification of Aboriginality by individuals is a voluntary process. As Aboriginal peoples we are lucky – our Aboriginal heritage can bring valuable insights to our roles, giving us a unique opportunity to make a real difference to many lives. If you become an employee of the department, you can share your skills, life experience and knowledge of Aboriginal perspectives to help improve educational outcomes for Aboriginal students. At the same time you will be helping all students and staff to develop a stronger awareness and understanding of Aboriginal peoples and our cultures.

Job advertisements will indicate if the position is identified for Aboriginal people. If the position is identified, one of the selection criteria for the position will be “Aboriginality”.

Addressing the Aboriginality selection criterion in your job application

There are three aspects to your Aboriginality that you need to address for this selection criterion as follows:

1. being of Aboriginal descent;
2. identifying as an Aboriginal person; and
3. being accepted by the Aboriginal community as an Aboriginal person.

You need to write about your family history/heritage for example "I am a descendant of the Ngunnawal Nation from the South Slopes and Southern Tablelands of NSW".

If you have not traced your family tree, you may wish to contact your Local Aboriginal Land Council for assistance. If you have been displaced from your heritage, you can research and take your evidence to your Local Aboriginal Land Council. You may be invited to explain your heritage to their committee.
Aboriginal Identified Positions

The Australian Institute of Aboriginal and Torres Strait Islander Studies website provides helpful information about family history research: www.aiatsis.gov.au/

You also need to identify as being Aboriginal, for example “I am an Aboriginal person and a proud descendent of the Biripi people of Taree and I proudly identify as an Aboriginal person”.

Basically, you have to be known in the community you live in. If not, either you, or your parents or grandparents need to be known, in the community they come from for example, “I am known as an Aboriginal person within the Aboriginal community of Yass, where my father was born and in the Chippendale/Redfern areas of Sydney where I grew up and in Earlwood where I now live”.

If you need to find out more about your family history you can contact the Local Aboriginal Land Council in the area your family came from or were known in.

If you are a member of the Stolen Generations, Link-Up Officers may be able assist you to find out more about your family history. Find out more on Link-Up NSW website: www.linkupnsw.org.au

Addressing the Aboriginality selection criterion at the interview

As Aboriginality is a selection criterion for the advertised position, expect the selection panel to ask you a question about your Aboriginality. The panel is trying to determine how your cultural background, along with your skills and experiences make you the best person for the job.

You may be asked a question along the lines of: "Aboriginality is a selection requirement of this position. Please outline to the panel, how your Aboriginal cultural background, together with your professional skills, knowledge and experience will enhance your ability to do the job".

Further information

The department’s Workforce Diversity Plan 2009-2011 provides the framework in accordance with Part 9A of the NSW Anti-Discrimination Act 1977 for ‘identified positions’ that are targeted to the employment of Aboriginal people.

For more information contact: Charlene Davison Human Resources Directorate Phone: 02 9561 1210