



## POSITION DESCRIPTION

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|-------------|----------------------------|
| JOB TITLE:  | Cultural Values Researcher |
| LOCATION:   | Warrnambool, Victoria      |
| TERM:       | 24 months full-time        |
| SALARY:     | \$80,000- \$90,000         |
| REPORTS TO: | Cultural Heritage Manager  |

## THE ORGANISATION

Eastern Maar Aboriginal Corporation (EMAC) was determined by the Federal Court as a Registered Native Title Body Corporate (RNTBC) under the *Native Title Act 1993* (Cth) in 2011, holding the native title for an area of land shared with the Gunditjmara people in what is now known as Southwest Victoria.

In 2012, the Eastern Maar filed a native title claim over the remaining portion of their traditional land and waters. EMAC has been accorded Registered Aboriginal Party (RAP) status (under Victorian Aboriginal heritage legislation) for the shared native title area and the area covered by the 2012 native title claim in February 2020.

The Corporation is governed by a Board of Directors, each representing a family group of the Eastern Maar People. Its role is to protect and advance the aspirations of Eastern Maar citizens by managing their native title and cultural heritage rights and interests and implementing aspects of the Eastern Maar Settlement Agreements to be negotiated with the State of Victoria under the *Traditional Owner Settlement Act 2010*. EMAC is also responsible for providing high-quality policy advice, leadership in developing key initiatives, and strengthening the capacity and independence of Eastern Maar citizens.

## PURPOSE OF THIS POSITION

The Cultural Values Researcher is an important member of the Biocultural Landscapes Team.

The Cultural Values Researcher will liaise with the Eastern Maar community to develop a detailed record of Eastern Maar history, including a detailed ethnographic record. The research undertaken and subsequent resources developed will assist in the development of Cultural Values Assessments.

## KEY ROLES AND RESPONSIBILITIES

- Work with our stakeholders to develop Cultural Values Assessments reflecting Eastern Maar history, values, and priorities for specific projects.
- Liaise with the Eastern Maar community to further detail EMAC's historical records and seek community members' knowledge as part of historical research.
- Undertake in-depth historical and ethnographic research related to Eastern Maar cultural values, including thorough desktop assessments, and research at local libraries and archives.
- Produce written reports alongside Eastern Maar citizens.
- Protect Eastern Maar intellectual property.

## GENERAL

- Be aware and adhere to the *Privacy Act 1988* (Cth), OH & S legislation and other relevant legislation.
- Be aware and adhere to EMAC Policy and Procedure manuals.
- Be aware and participate in staff performance reviews.
- Attend all mandatory training as required.
- Perform other duties as may be directed or implied from time to time.



## KEY SELECTION CRITERIA

### ESSENTIAL

The key selection criteria specified below outline the capabilities required for the position.

- Demonstrated ability to undertake in-depth historical, ethnographic, and archaeological research to a high standard.
- Demonstrated interest in and knowledge of Cultural Heritage, preferably having completed a university degree in history, archaeology, anthropology or other related fields.
- Demonstrated outstanding written communication skills with strong attention to detail and a creative approach.
- Demonstrated interpersonal, communication, and facilitation skills, including demonstrated success in engaging and maintaining strong relationships with key community members.
- Strong analytical and problem-solving skills.
- Proven ability to show initiative, work autonomously and collaboratively, prioritise work requirements, consult appropriately and respond to direction.
- Good time management skills with the ability to manage multiple relationships and projects simultaneously.

### DESIRABLE

- Demonstrated understanding of the regulatory framework in which EMAC operates.
- Knowledge of Eastern Maar people, Country, culture, values, aspirations and customs and experience working with the Eastern Maar people, community and key organisations and stakeholder groups.
- Experience and capacity to collaboratively manage relationships sensitively and effectively with a diverse stakeholder group including management, Aboriginal organisations, Aboriginal community members and Government bodies.

## HOW TO APPLY

To apply please include in your application a CV/resume and cover letter that addresses why you are the best candidate for this position and how your background, experience and skills align with the Key Selection Criteria.

Please ensure your full name is on all attachments and email your application to [bansri.dave@easternmaar.com.au](mailto:bansri.dave@easternmaar.com.au)

**Closing date for applications: 14 October 2022**

If you have any queries about the role, please email [bansri.dave@easternmaar.com.au](mailto:bansri.dave@easternmaar.com.au) or call on 0428 945 982

The appointment of the successful applicant will be made subject to a satisfactory national police history check.

*Applications from Aboriginal and Torres Strait Islander people are encouraged, but this is not a designated/identified Aboriginal and Torres Strait Islander appointment.*