Position Title:	**Cultural Adviser & Engagement Officer – Caring for Country (CFC)**	**Position No:**	**N23**
Group:	Land and Sea Management	**Service Area:**	Business Strategy & Performance
Reports to:	Business, Strategy & Performance Manager – Land & Sea Programs	**Direct Reports:**	Nil
Classification Level:	Professional Officer 2 – PO2		
Location:	Darwin	**Date Approved:**	October 2026
Special Measures:	*Yes – Designated Aboriginal and/or Torres Strait Islander Position*		

POSITION OVERVIEW

The Cultural Adviser & Engagement Officer - Caring for Country (CFC) plays a key role in strengthening cultural capability, engagement and participation across the Caring for Country Service Area. The position provides expert cultural advice and mentoring to CFC staff to ensure programs, services and workplace practices are culturally safe, culturally informed and responsive to the needs and aspirations of Aboriginal people throughout the NLC region.

Working closely with ranger groups, Traditional Owners and Aboriginal communities, the role fosters strong relationships and supports the effective participation of Aboriginal employees in the ranger program. Through engagement, mentoring and early intervention, the position assists in identifying and addressing cultural and workplace barriers, contributing to improved attendance, retention, employee satisfaction and overall program effectiveness.

KEY RESPONSIBILITIES & ACCOUNTABILITIES

- Lead the development, implementation and continuous improvement of culturally responsive frameworks, processes and practices across the CFC service area to strengthen cultural safety, stakeholder engagement and program outcomes.
- Provide high-level cultural advice and guidance to managers, staff and ranger groups to ensure CFC programs, events and on-Country activities are culturally safe, appropriate and aligned with community expectations.
- Build the cultural capability of CFC staff through mentoring, coaching and guidance on cultural protocols, community expectations and culturally respectful workplace practices across the NLC region.
- Lead targeted engagement with NLC rangers, ranger coordinators and managers to identify barriers to workplace participation and develop culturally informed strategies that support attendance, engagement, retention and wellbeing.
- Establish and maintain trusted relationships with Traditional Owners, Native Title holders, ranger groups, Aboriginal communities, partner organisations and other stakeholders to strengthen collaboration, communication and participation in CFC activities.
- Contribute to initiatives that support Aboriginal employee engagement, workforce participation, career development and progression within the CFC service area and the broader NLC.
- Monitor and analyse participation trends, workforce feedback and engagement issues, providing advice and recommendations to management on opportunities to strengthen workforce sustainability and employee experience.
- Provide cultural input into the development, implementation and review of organisational policies, procedures and operational approaches to ensure they support culturally safe and inclusive practices.

- Plan, organise and facilitate ranger forums, cultural engagement activities, workshops and knowledge-sharing opportunities that promote collaboration, learning and best practice across the ranger groups and Indigenous Protected Areas.
- Work collaboratively with managers and coordinators to address complex cultural, engagement or participation issues providing advice, identifying risks and recommending appropriate actions
- Support the development of culturally appropriate communication, consultation and feedback mechanisms that enable Aboriginal employees and ranger groups to contribute ideas, raise concerns and inform continuous improvement.
- Follow all NLC policies and procedures to make sure work is carried out to the right standards.
- Take on other reasonable tasks within your role, classification, service area, and skills when needed.
- Follow the NLC Code of Conduct, working in a professional, respectful, and collaborative way with your team and the wider organisation.
- Take part in performance reviews and any learning and development needed for your role.
- Look after your own health and safety and make sure your work does not put others at risk.
- Report any hazards or incidents to your supervisor straight away and complete any required reports on time.

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POSITION REQUIREMENTS

ESSENTIAL REQUIREMENTS

- Significant demonstrated knowledge, lived experience, understanding and respect of Aboriginal and Torres Strait Islander cultures, customs and communities with the ability to build and maintain credibility, trust and culturally safe relationships with Aboriginal people, communities and organisations.
- Extensive knowledge of the social, cultural and community issues affecting Aboriginal people and communities in the Northern Territory, and the ability to apply this knowledge to inform advice, engagement activities and program delivery.
- 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.
- Significant demonstrated experience working within the Indigenous Land & Sea management sector, including an understanding of ranger programs and community-based land management approaches.
- Solid mentoring, coaching and support skills including the ability to provide culturally informed guidance, encourage participation and support positive workplace engagement and development outcomes.
- Proven ability to identify, analyse and respond to workplace participation, engagement or community related issues, and develop practical solutions and recommendations
- Proven ability to manage competing priorities, work autonomously and deliver quality outcomes within required timeframes
- Sound written communication skills including submissions, business communication and reporting and other workplace documentation.
- Sound computer skills including proficiency in Microsoft Office applications and the ability to use other business systems.
- Current C Class Drivers Licence and the ability and willingness to undertake remote travel in a manual 4WD vehicle or light aircraft.
- A current Working with Children Clearance (Ochre Card) or ability to obtain one.

DESIRABLE REQUIREMENTS

- Knowledge and understanding of the relevant legislation affecting Aboriginal land and sea management including the Aboriginal Land Rights (Northern Territory) Act 1976 (Cth.) and the Native Title Act 1993 (Cth.)