

POSITION DESCRIPTION



About Ninti One

Ninti One (Ninti) is an Indigenous, Supply Nation registered not-for-profit organisation. We have offices in Alice Springs and Adelaide, with staff and associates based in other States and Territories. We work collaboratively with communities and relevant agencies to achieve social and economic development outcomes. Since our establishment in 2003, Ninti has been building opportunities for communities through research, innovation and engagement in Australia – and more recently, in a range of sectors across the Pacific and Asia. We have had a stable Board over the last decade, Chaired by Prof Tom Calma AO.

Ninti works with partners to influence systems to deliver better outcomes for Aboriginal and/or Torres Strait Islander peoples, by learning about what works in communities, helping organisations be more effective, sharing our perspectives and advocating for change. Our solutions are tailored to the context and needs of our clients, which include service delivery organisations, government agencies, philanthropic organisations and corporates with a demonstrated commitment to social impact. We works in a broad range of areas including Aged Care, Children and Families, Disability, Education, Employment, Health and International and Regional Development.

Ninti's projects generally fall into one of five service offerings:

- Strategy and Governance – helping organisations to determine their purpose and how they can best achieve it.
- Evaluation, Review and Outcomes Management – supporting organisations to understand the changes they want to create and how to measure if they are achieving it.
- Collaboration and Partnerships – supporting clients to identify and navigate partnership and collaboration opportunities to increase their impact.
- Organisational Effectiveness – helping clients to operate more effectively to ensure they are set up to achieve their goals.
- Program Design – helping clients to develop effective programs that achieve the desired outcomes for participants.

Our Vision

Ninti's vision is to build opportunities with Aboriginal and Torres Strait Islander peoples, through research, innovation and community engagement.

Our Values

We are very proud of our connection to and respect for traditional culture. Our name 'Ninti' means 'clever' in Pitjantjatjara, which reflects our desire to be a capacity builder and knowledge broker.

- We are an inclusive, respectful and equality-driven organisation.
- We respect the cultural diversity, cultural authority and traditional knowledge and expertise of Aboriginal and Torres Strait Islander people and staff.
- We seek and respect Aboriginal voices and encourage their participation.
- We will exhibit courage, innovation and entrepreneurship in our work.
- Respect, integrity, accountability, empathy, confidentiality, listening and learning will characterise our engagement with people.

Ninti One acknowledges the Australian Aboriginal and Torres Strait Islander peoples of this nation. We acknowledge the traditional custodians of the lands on which our organisation is located and where we conduct our business. We pay our respects to ancestors and Elders, past and present, and to the youth, for the future. Ninti One is committed to honouring Australian Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to society.

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Position:	Community and Stakeholder Engagement Officer (multiple positions)
Department:	Operations
Reports to:	Senior Aboriginal Community Engagement Officer
Direct Reports:	Nil
Location:	Australia (Adelaide, SA or Alice Springs, NT desirable however consideration may be given to remote working arrangements)

Position summary

The Community and Stakeholder Engagement Officer will play a key role in supporting Ninti's implementation of a variety of projects and programs that create positive outcomes for Aboriginal and Torres Strait Islander people, with a focus on undertaking community and stakeholder engagement, research and capacity building-related tasks in one of more of the following sectors: early childhood development; education; health; employment; and aged care.

As an Aboriginal Not-for-Profit organisation, Ninti is committed to increasing access to employment opportunities for Aboriginal and Torres Strait Islander people and this is reflected in our Reconciliation Action Plan. This role is open to applicants who identify as Aboriginal and/or Torres Strait Islander only.

Person requirements

Knowledge

- Demonstrated knowledge and experience working to improve outcomes for Aboriginal and Torres Strait Islander peoples in one of more of the following sectors: early childhood development; education; health; employment; and aged care.

Qualifications

- A Bachelor's Degree in a relevant field is preferable (but not essential).

Skills & Abilities

Stakeholder Engagement and Consultation

- A strong demonstrated understanding of the issues affecting Aboriginal and Torres Strait Islander peoples and cultures, as well as the ability to communicate sensitively and effectively with Aboriginal and Torres Strait Islander peoples, by showing empathy and respect when engaging with stakeholders in challenging situations and when discussing sensitive matters.
- Establishing and maintaining good working relationships with clients, stakeholders and beneficiaries of Ninti projects and programs, including government and community organisations.
- Maintaining ethical standards in the conduct of project activities, especially in observing ethics and intellectual property protocols established by Ninti One to achieve effective practice in work with Aboriginal and Torres Strait Islander organisations and communities.

Research

- Conducting qualitative and quantitative research and analysis through desktop research and focus groups, interviews and surveys.

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- Providing timely and accurate reports on research findings to key stakeholders including research participants.

Capacity building

- Facilitating individual and group training.
- Assist in creating a learning environment that encourages knowledge sharing between participants, is strengths-focused, promotes cultural safety, and acknowledges local expertise and diversity across communities and/or participants and stakeholders.

Other

- Demonstrated experience in drafting high-quality documents, reports and recommendations.
- Highly motivated, demonstrating initiative and an ability to take key tasks through to completion
- Ability to plan and manage assigned components of a project.
- Ability to meet deadlines, often within tight timeframes, and flexibility to adjust plans based on client requests and/or community availability.
- Experience working with and/or managing Government grants/contracts.
- An understanding of the Productivity Commission's 2020 [Indigenous Evaluation Strategy](#), the NIAA Indigenous Advancement Strategy Evaluation Framework, and the National Agreement on Closing the Gap targets.
- Proven ability to work independently with minimal supervision.
- Proficiency in using a range of information technology tools to communicate and produce documents and materials.

Special requirements

Frequent inter and intrastate and travel is required, depending on COVID restrictions, including to remote and/or very remote locations.

The successful candidate must comply with Ninti One COVID Vaccination Policy (available upon request) and the vaccination directions or requirements of the State or Territory authorities in which they are operating.

To be eligible for employment with Ninti applicants must be an Australian citizen. An applicant's suitability for employment with the Ninti will be assessed through a pre-employment screening process. This process includes a requirement for the applicant to undergo and satisfy a national police history check, referee checks and an employment history integrity check and where relevant, a Working with Children and Vulnerable People Check.