**Duty Statement**

**Position: IAHA NT Workforce Development - Program Support Officer**

**Location: Darwin (preferred), or elsewhere in the Northern Territory as agreed**

**Salary: $79,958 - $92,763 (APS4 –APS5 equivalent)**

**Reports to: IAHA NT Workforce Development Business Lead, IAHA Deputy Chief Executive Officer**

**Contract: Fixed term to 30 June 2025 with possibility of extension**

**These roles are identified positions open to Aboriginal and Torres Strait Islander candidates only. This is intended to constitute a special measure in line with the Discrimination Act 1991 (ACT) subsection 27 (1)(b) and the Racial Discrimination Act 1975 (Cth) subsection 8(1).**

**Purpose of the position**

IAHA NT Workforce Development is a wholly owned subsidiary company of Indigenous Allied Health Australia (IAHA), established as a local, Northern Territory organisation working to improve education, training, employment, health and wellbeing outcomes with Aboriginal and Torres Strait Islander people, families, and communities across the NT and Northern Australia more broadly.

The IAHA NT Workforce Development Program Support Officer will contribute to the implementation of key IAHA NT Workforce Development programs, initiatives and activities by providing high-level administrative and/or project management support.

**Organisational environment**

IAHA is a national, community controlled, not-for-profit and member based Aboriginal and Torres Strait Islander allied health organisation. IAHA was established in 2009, from a network of committed allied health professionals and is now a registered company limited by guarantee. IAHA has a growing Secretariat with offices based in Canberra, Sydney, and Lismore supporting a Board of Directors and over 1700 members nationally. Further information on IAHA, our membership, activities and projects can be found on our website [www.iaha.com.au](http://www.iaha.com.au)

IAHA NT Workforce Development is a wholly owned subsidiary company with offices in Darwin and Katherine and relationships across the whole of the Northern Territory. IAHA NT WD focuses on the role of education, training and employment outcomes in supporting the shared vision, for all Aboriginal and Torres Strait Islander people and future generations in the Northern Territory to be thriving in ongoing connection to self, spirit and place.

IAHA NT Workforce Development focuses on five strategic areas of work to:

* **Strengthen** and engage in advocacy, leadership capability and professional developments to support a strong, culturally informed Aboriginal and Torres Strait Islander workforce and communities.
* **Grow** and support the sustainable development of the Aboriginal and Torres Strait Islander workforce.
* **Transform** and contribute to the broader health and education system to ensure culturally safe and responsive services are embedded in creating sustainable changeled by Aboriginal and Torres Strait Islander peoples.
* **Lead** through culturally informed and strong Aboriginal and Torres Strait Islander workforce leadership.
* **Connect** with and promote connectedness among our organisation and our relationships with Aboriginal and Torres Strait Islander people, families, communities and cultures.

**Working conditions, benefits, and salary packaging**

IAHA and IAHA NT WD operate under a distributed leadership and cultural governance model to ensure that IAHA programs, activities and services are delivered and implemented in a culturally safe and responsive manner by all staff and directors.

IAHA is recognised by the Australian Tax Office as a Health Promotion Charity and salary packaging is available to all employees to increase take home pay, which also benefits IAHA NT WD employees. Free onsite parking is available for staff at the Canberra and Darwin offices.

We are committed to supporting personal, cultural, and professional development opportunities for employees. We provide all employees access to Employee Assistance Program (EAP), including access to Aboriginal and Torres Strait Islander providers in addition to an annual social and emotional wellbeing allowance.

In line with the IAHA Leave Policy, employees are entitled to flex time as approved in advance. IAHA provides a diverse range of leave entitlements additional to recreational and personal leave including cultural leave, bereavement/compassionate leave, emergency services leave, special leave, paid parental leave and pandemic leave.

The employment instrument is the National Employment Standards – Fair Work Act (2009).

**Role responsibilities**

The IAHA NT Workforce Development **Program Support Officer** duties may include most, and potentially all, of the following:

1. Undertake a broad range of administrative and/or project related tasks to support IAHA Northern Territory programs and activities under the direction of the Chief Executive Officer, Deputy Chief Executive Officer, and other senior staff.
2. Provide support for the codesign, development, and implementation of the IAHA NT Aboriginal and Torres Strait Islander workforce leadership program, including arranging travel and logistics.
3. Support the coordination of high-level reports, briefings, submissions, position statements and presentations in partnership with senior staff and national teams.
4. Coordinate Northern Territory and Northern Australian projects and programs, in collaboration with the local and national teams, to strengthen IAHA NT Workforce Development’s relationships and profile.
5. Coordinate secretariat roles and responsibilities for relevant advisories, project committees and groups established by IAHA NT Workforce Development, including meeting coordination, minute taking and support.
6. Contribute to IAHA NT Workforce Developments community engagement, workforce support and relationship management across the Northern Territory and Northern Australia more broadly.
7. Attend and/or represent IAHA NT Workforce Development on committees, advisories, and in other relevant forums.
8. Perform data entry and administration tasks.
9. Other duties as required.

**Selection Criteria**

The IAHA NT Workforce Development **Program Support Officer** duties may include most, and potentially all, of the following:

**Essential**

1. Demonstrated high level skills and experience in one or more of the following areas: project and program management, events management, community engagement, leadership development or business administration.
2. Demonstrated ability to develop and maintain strong reciprocal relationships with Aboriginal and Torres Strait Islander peoples, communities, and stakeholders in Northern Australia
3. Demonstrated ability in establishing and maintaining strategic relationships with stakeholders including governments and community-controlled organisations in Northern Australia.
4. An understanding of Aboriginal and Torres Strait Islander education, training, workforce and/or health promotion needs, relationships, and stakeholders across Northern Australia
5. Experience in communicating effectively and sensitively with Aboriginal and Torres Strait Islander peoples, families, communities, organisations, and other stakeholders in Northern Australia.
6. Demonstrated, well-developed organisational, prioritisation and communication skills to ensure work is completed in a highly demanding environment.
7. Demonstrated personal attributes including initiative, attention to detail, a positive approach to work and a responsive can-do attitude.
8. Demonstrated experience working in a team, showing initiative and working within organisational policies and procedures.
9. Working with children / working with vulnerable people's card or the ability to obtain and maintain.

**Highly Desirable**

1. Demonstrated ability in developing reports, briefings, submissions, position statements and presentations.
2. Tertiary qualifications (Certificate III or higher) in health, education, social sciences, business, or a relevant field, or the equivalent work experience.
3. Ability to travel within Northern Australia, when required, including to rural and remote locations.