



<b>Position</b>	Anthropologist
<b>Employment Status</b>	12month fixed-term full-time appointment
<b>Remuneration</b>	\$80,000 to \$90,000 base salary (dependent on experience) per annum plus superannuation
<b>Location</b>	Darwin and Tiwi Islands
<b>Reports to</b>	Manager, Land Use & Operations
<b>Other Information</b>	<ul style="list-style-type: none"> <li>• The filling of this position is intended to constitute an exemption in accordance with the <i>Anti-Discrimination Act 1992 (ADA)</i> - <b>SECT 35 Exemptions – work;</b> <ul style="list-style-type: none"> <li>○ <i>A person may discriminate against another person in the area of work if the discrimination is based on a genuine occupational qualification which the other person is required to fill.</i></li> </ul> </li> <li>• For the above reason, this position is open to <b>Male applicants only</b> due to our cross-cultural working context, and the gender specific nature of a lot of our consultations.</li> <li>• Male early career Anthropologists or graduates are strongly encouraged to apply.</li> <li>• Regular travel to community and semi-regular stays for one night or more will be a requirement for this role.</li> <li>• This position is for a fixed duration as the Land Council is federally funded from year to year however, this position is expected to continue beyond the original term.</li> </ul>

### Position Overview

The position is responsible for providing anthropological advice and services in relation to the implementation of the *Aboriginal Land Rights (NT) Act 1976 (Cth)* (ALRA). This will involve contributing to the Tiwi Land Council's (TLC) anthropological research relevant to Aboriginal peoples and groups on the Tiwi Islands. The primary focus of this position is to identify, represent and assist Traditional Aboriginal Owners in matters arising from the acquisition, use, occupation and management of their land under ALRA.



## Organisational Overview

The Tiwi Land Council was established on the 18 August 1978, following representation by the Tiwi people to the Federal Government for recognition of their distinct geographic and cultural identity.

The Tiwi Land Council represents all Tiwi people in the protection of land, sea, and environment, while at the same time supporting sustainable economic development to improve Tiwi lives through employment, income, education and health opportunities. Our reputation is founded on our cultural and leadership strengths, following in the footsteps of our visionary leaders.

## Council's Vision and Values

### Vision

*"Our vision is of an independent and resilient Tiwi society built on the orderly and well managed utilisation of our natural and human resources through reliance upon our own management, maintenance and protection of unique cultural and natural resource values for the employment and benefit of future generations of Tiwi. "*

### Purpose

Our purpose is to fulfill our vision by performing the functions given to the Tiwi Land Council under 23 of the *Aboriginal Land Rights (Northern Territory) Act 1976 (Cth)*.

### Values

#### Respect

I will be respectful in all my dealings and convey a friendly, positive and professional manner at all times.

#### Trust

I will act in a trustworthy and honest manner; maintain confidentiality and adhere to all workplace policies and procedures.

#### Expertise

I will utilise my experience, knowledge and understanding to execute my duties to the best of my ability.

#### Flexibility

I am open to change and will be pro-active in my approach to finding new ways of working.

## Role Relationships

- Tiwi Land Council employees (All)
- Tiwi Land Council members
- 8 Clan Groups/Landowning Groups of Tiwi Islands
- Local community members
- Government Officials – NTG and Commonwealth
- Consultants and other external stakeholder groups
- Tiwi organisations, NGO's, Tiwi Schools, etc.



- Other Land Councils and government bodies representing or delivering services to Indigenous peoples
- Other government stakeholders
- Consultants and other external stakeholder groups

### Role responsibilities

- Work as a member of a multi-disciplinary team to ensure that the TLC is complying with their statutory functions as prescribed by ALRA.
- Plan, record and undertake ethnographic research and analysis of Tiwi land tenure systems, social organisation, matters of cultural significance, composition of local descent groups and process of decision making by Tiwi people, in particular around male-specific cultural knowledge.
- Prepare anthropological material supporting land use applications, maintaining genealogies, sacred site registers, cultural maps and land tenure registers.
- Identify and consult with Traditional Aboriginal Owners (with a focus on discussions with male Traditional Aboriginal Owners, affected Aboriginal groups and other interests pursuant to ALRA in relation to a variety of matters pertaining to land, including addressing Land Use Agreements (LUA) applications.
- Contributes to the repatriation of Tiwi Cultural heritage and other cultural projects as required.
- Consulting with groups of male TOs; conducting site surveys and cultural mapping visits to country; and gathering ceremony information centred on male-specific knowledge
- Identify, engage and oversee qualified Consultants to undertake ethnographic and other specialist research, as required. This includes preparing and drafting terms of reference, Consultant liaison, contract administration and compliance.
- Provide input into corporate tasks, including policy development, Corporate Plan and Annual Report, as required.

### Selection Criteria - Essential

1. Minimum Bachelors' degree in Anthropology or related discipline; or demonstrated experience in a similar industry/context.
2. Working knowledge and understanding in legislation including the *Aboriginal Land Rights (Northern Territory) Act 1976 (Cth)*, and the *Northern Territory Aboriginal Sacred Sites Act 1989 (NT)*, or the ability to obtain.
3. Previous experience working in and around remote communities, drive a 4WD vehicle offroad, and willingness to stay in basic accommodation and/or camp overnight or longer to conduct field work.
4. Demonstrated capacity to work effectively within a multi-disciplinary team with the ability to work under pressure and prioritise workload to meet deadlines.
5. Organisational and administrative skills, with the ability to manage projects and work with minimal supervision.
6. Demonstrated ability to research and prepare anthropological reports, associated materials and other documents fit for purpose.



7. Sound analytical and problem-solving skills with the ability to negotiate, consult and mediate issues as they arise.
8. Demonstrated ability to use MS Office Suite, and an ability to rapidly acquire knowledge for other TLC IT systems.

#### Other requirements

- Current Australian Drivers Licence
- Current First Aid Certificate or ability to obtain
- Ability to spend time in community including overnight stays for periods of time (with reasonable notice given)
- Willingness to undergo a pre-employment medical (PEM) prior to commencement of employment and every 2 years, thereafter.
- Ability to camp remotely for the purposes of field work.
- Ability to obtain 4WD training certification
- Current Working with Children Check (Ochre Card) or, ability to obtain
- Provide a current Criminal History Check or, ability to obtain
- Willingness to travel by light aircraft or ferry to the islands.

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