



**Position Description for the
Role of
RECONCILIATION
ENGAGEMENT WORKER
with
BAABAYN ABORIGINAL CORPORATION**

<i>The position at a glance</i>			
ABORIGINAL IDENTIFIED ROLE		0.9 FTE weekly salary	\$1321.90–\$1417.62
Hours per week	34.2	Superannuation	Will be paid at 12%
Duration of contract	Two years	Salary packaging	Available
SCHCADS Classification	Level 3	You will be based at	Emerton, Mt Druitt
Full-time weekly rate	\$1468.78 to 1575.13	Job available from	May 2026
Award: Social, Community, Home Care and Disability Services Industry Award 2010			
Classification: Social and Community Services Employee: Level 3 (pay point dependent on experience and qualifications)—currently \$38.65 to \$41.45 per hour for ordinary weekday hours.			

First, a bit about Baabayn

At Baabayn Aboriginal Corporation, we pride ourselves on being a community, not a service. We are led by four female Elders, and we are strongly committed to Aboriginal self-empowerment. We run a Centre on Luxford Road in Emerton, in the Mount Druitt area, as a place of healing, belonging and connectedness for Aboriginal people.

Our programs currently include a weekly Elders' gathering, a Homework Club, a group for young mums and their small children, and a cultural healing circle, as well as deadly annual events such as NAIDOC celebrations and community excursions. We do a lot of work behind the scenes supporting people with a range of life issues and being there for them at times of loss and crisis.

We are mainly a women's space, although we welcome boys and men to join us as appropriate.

To learn more about us, head to our website at www.baabayn.org.au, our YouTube channel at <https://www.youtube.com/channel/UCwP0dvCxioDVuDrg5Cu-Gw>, and our FaceBook page at <https://www.facebook.com/baabaynelders>.

And a bit about our team

The Baabayn team has grown organically from Baabayn's beginnings as a cooperation between the Elders and long-term supporters. We focus on living our culture and celebrating our identity, and we thrive on partnership and the volunteer spirit. Our core team includes four Aboriginal Directors, ten paid part-time staff (eleven including you), a counsellor and a clinical psychologist, and two full-time volunteers. Also important are the numerous other people, paid and unpaid, who contribute to our work and make our programs possible.

Now about this position

1 Position Title

RECONCILIATION ENGAGEMENT WORKER (part-time)

2 Position Relationship & Purpose

This role within Baabayn Aboriginal Corporation will work to bring the goals of the Mt Druitt and District Reconciliation Group to life over the next three years. This role will engage a variety of stakeholders around the concept of Reconciliation and will collaborate closely with a similar role hosted by Bidwill Uniting, a work of the Uniting Church in Australia.

This role will coordinate and deliver a number of projects, activities and events as part of the mission of the Mt Druitt and District Reconciliation Group, as well as participating in community development and engagement activities with various stakeholders across the Mt Druitt area.

3 Main Duties

- a) Working together to coordinate a deep listening campaign with various stakeholders across the Mt Druitt area with the focus on hearing different perspectives on the concept of Reconciliation. This will include:
 - i. Organising and facilitating yarning circles, forums, agency visits etc
 - ii. Delivering a range of events and activities in keeping with the goals of the Mt Druitt and District Reconciliation Group, including the two current annual events (Apology Commemoration and Mt Druitt Reconciliation Walk and Gathering)
 - iii. Coordinating planning meetings
 - iv. Liaising with Council, the NSW Police and other agencies as necessary
 - v. Carrying out the ongoing work between planning meetings
- b) Participating in monthly Mt Druitt and District Reconciliation Group meetings (first Tuesday evening of each month 5.30-7pm)
- c) Participating in other local network and collaboration meetings

- d) Fulfilling reporting requirements
- e) Other duties as directed by Mt Druitt and District Reconciliation Group, including training and professional development

4 Position Requirements

Key skills, experience and capabilities include:

- Certificate IV or higher in Community Services, Social Sciences, Social Work, Community Development, or a related field; or equivalent capabilities and experience.
- Experience coordinating or facilitating community-based activities and programs.
- Understanding of and direct familiarity with Aboriginal culture, protocols and values.
- Ability to plan, deliver, and evaluate community-based initiatives.
- Ability to engage with First Nations people and organisations sensitively and respectfully, with understanding of trauma and systemic racism.
- Deep understanding of issues relating to Reconciliation, including colonisation, intergenerational trauma, and racism in all its forms.
- Ability to work sensitively and appropriately, in both individual and group settings, with people who have experienced trauma and now experience mental health challenges and/or addiction.
- Outstanding interpersonal and communication skills; friendly, personable, and committed to Baabayn Aboriginal Corporation's mission and values.
- Well organised and efficient time-management skills.
- Self-motivated and pro-active personality.
- Ability to work in a team.
- High-quality writing, verbal and computer skills.

Highly desirable:

- Understanding of /familiarity with the Mt Druitt Aboriginal community;
- Own comprehensively insured vehicle.

A current, valid NSW Working With Children Check clearance & current, valid NSW driving license will be conditions of employment. Any offer of employment will also be subject to the provision to Baabayn of evidence of your relevant qualifications and a satisfactory National Police Check certificate.

The filling of this position is intended to constitute a special measure under section 8(1) of the *Racial Discrimination Act 1975* (Cth).

Baabayn Aboriginal Corporation considers that being Aboriginal is a genuine occupational requirement for this position under Section 14 of the *Anti-Discrimination Act 1977* (NSW).

5 Role Dimensions

Collaborates with

The Mt Druitt and District Reconciliation Group, Bidwill Uniting, Committee members, Aboriginal Controlled Community Organisations, Council, police, and other local agencies, partners, residents etc.

Accountability

This role is accountable to the Mt Druitt Reconciliation Group through the Directors of Baabayn Aboriginal Corporation. It is subject to an annual performance review.

Hours per Week and Duration of Role

34.2 hours per week (exact hours to be negotiated, with some flexibility needed depending on the scheduling of projects, activities and events) for a period of 2 years, subject to performance and ongoing funding availability.

Location & Travel

The role is based at Baabayn Aboriginal Corporation, 252 Luxford Road Emerton, with regular travel within the Mt Druitt area and neighbouring suburbs expected.

MT DRUITT & DISTRICT RECONCILIATION GROUP: a community group who aim to bring together First Nations and non-First Nations people to create positive change together. It is part of a movement seeking to build better relationships between First Nations and non-First Nations people in the Mt Druitt area.

BAABAYN ABORIGINAL CORPORATION

Vision

An Aboriginal community where individuals and families are not only healed and strengthened but also honoured for who they are as Australia's First Nations people.

Mission Statement

We Aboriginal Elders founded Baabayn because we believe that providing a place of healing, where Aboriginal people connect with culture and have a strong sense of belonging, will enable them to recover from past traumas, regain their self-esteem and realise their potential.

Our main purpose is to support our people in healing from the past and building towards the future. We work as a group to support individuals; we seek to build our people's pride in who they are, their sense of belonging, and their sense of connectedness to community and culture.

HOW TO APPLY

Complete applications will include the following:

- A covering letter explaining your interest in the position
- A separate statement that explains why you think that you are the right person for this job. Please explain in writing how you meet the position requirements. We reserve the right not to short-list people who have not made the effort to show us that they have what it takes to do this job.
- Your CV (resumé), preferably including the names and contact details of two referees.

It is OK to provide these 3 documents in a single computer file, or in 2 or 3 separate computer files, depending on the requirements of the job board through which you are applying.

Please upload your application materials as instructed by the job board, or email them to admin@baabayn.org.au.

Review of applications will commence in the week beginning 11 May 2026 and continue until the position is filled. Baabayn reserves the right to re-advertise the position, not to make an appointment, and/or to correct any errors in this document or the job advertisement.