

Position Description

Position title	: Linguist
Reports to	: Yolŷu Language Centre Manager/s (Djāgamirr)
Employment type	: Part Time (0.8 FTE)
Location	: Darwin or remote
Date	: May 2026
Salary Bank	: SCHADS Award Level 5 - 6
Approved by	: CEO & Co-CEO

ARDS overview

ARDS is a Yolŷu led cross-cultural specialist organisation that has operated across Northeast Arnhem Land communities and homelands for the past 50 years.

ARDS' purpose is to increase Yolŷu control of all aspects of Yolŷu life through equal and genuine access to information, resources and decision-making. This work is delivered through five departments:

- **Community development & empowerment** - under the guidance of local ŷalapal (elders), we work to strengthen local capacity, confidence and control in areas such as health, social and emotional wellbeing, and parenting and families. We assist Yolŷu families and communities to navigate and negotiate with government and dominant culture institutions. We develop ways for Yolŷu and Balanda systems to work together.
- **Law and Justice** – we work to ensure that Yolŷu Rom (law and culture) is respected and recognised by dominant culture institutions. Our work includes first language mediation services, Law and Justice groups and community courts and youth diversion and restorative justice services.
- **Yolŷu region language centre** – our team supports local language custodians in keeping language strong. This includes through intergenerational language transmission

activities, resource development, language documentation, translation, training and language advocacy.

- **YolŃu Radio and Multimedia** – broadcasts to YolŃu communities and homelands. We create a range of creative media products and activities that celebrate YolŃu identity and strength and provide access to crucial information and stories in people’s first languages.
- **Cultural Competency Training** – developed to meet high demand for accessible and practical training for organisations and individuals working in East Arnhem Land, with ARDS offering a range of training formats to suit different organisational and personal learning needs.

Our approach is founded upon genuine and in-depth learning between Balanda and YolŃu worldviews and incorporates a contemporary understanding of culturally competent practice. By combining this skilled cross-cultural practice with adept language work, ARDS is able to effectively facilitate meaningful communication across cultures.

Over more than 50 years, ARDS has developed a strong reputation with government and private sector partners and enjoys broad community support amongst YolŃu in North-East Arnhem Land.

About the Role

ARDS is seeking a linguist to help develop and contribute to current language projects as part of our language centre team. The work is varied - spanning project work in the office, collaborative work with colleagues, and time out bush visiting communities across Northeast Arnhem Land. The role sits within a team of YolŃu and Balanda language professionals and cross-cultural facilitators, and reports to the language centre's co-managers.

ARDS Aboriginal Corporation works with YolŃu communities to develop and deliver cultural and language maintenance projects throughout Northeast Arnhem Land. Indigenous languages are embedded in land, kinship and law. ARDS takes this perspective as a guiding principle. ARDS works with language communities and partners to plan and pursue local activities that honour the unique places, people and relationships that hold these languages.

The position is Darwin-based, with regular travel to remote communities throughout the year. Travel is an important part of the role - applicants should be prepared to spend time in community, building relationships and supporting community-led language work. There is also

scope for this role to be community-based. This would depend on the successful applicant having existing accommodation in a community, or accommodation becoming available. A community-based arrangement would be preferred.

Position responsibilities

- Contribute to day-to-day project planning alongside Yolŋu and Balanda language workers
- Facilitate the development of long-term plans for maintaining, revitalising and celebrating languages in the region alongside key Yolŋu
- Support language resource development (including language learning resources, oral and written literature production, radio programs, short films, Plain English scripts etc) related to ARDS projects
- Train and mentor language workers
- Support project logistics, including organising travel, liaising with community members and ordering supplies
- Document projects for project reporting
- Contribute to ARDS' broader community development and media resource production efforts, for example, creating content for Yolŋu Radio, or supporting development of health education materials
- Assist in translation projects or other language consultancy
- Undertake other duties as reasonably required

Candidate requirements

To perform this role effectively, the successful candidate will demonstrate the following experience, knowledge, qualifications and skills.

Knowledge

Required

1. Demonstrated commitment to working respectfully and effectively with Aboriginal people, and an ability to articulate appreciation of other cultures, languages and worldviews.
2. Demonstrated knowledge of principles of translation
3. Demonstrated knowledge of principles in sociolinguistics and cross-cultural communication

4. Demonstrated knowledge of adult education and language learning

Desirable

5. Knowledge of Yolŋu languages and culture
6. Familiarity with the people and context of Northeast Arnhem Land

Experience

Required

1. Demonstrated experience in cross-cultural communication and ability to work in multilingual environments
2. Demonstrated project facilitation experience, including project co-design, file/data management, preparing oral and written reports, achieving outcomes within agreed timeframes
3. IT and other technical skills including use of MS Office, linguistics software (e.g. Elan, Saymore, Audacity)

Desirable

4. Professional project experience related to language revitalisation and maintenance, dictionary-making or other resource development
5. Experience working closely and collaboratively with Australian Indigenous people
6. Experience explaining dominant culture systems
7. Experience using Plain English for spoken and written communications
8. Experience using audio recording devices, digital audio, and digital communications tools (e.g. internet and social media)

Qualifications

Tertiary qualifications in relevant fields are preferred but not required where candidates have equivalent professional experience in a directly relevant field.

Skills & Abilities

1. Demonstrated willingness and ability to develop and maintain open, reflective cross-cultural relationships with Yolŋu staff, board members, consultants and community members
2. Willingness to learn a Yolŋu language and its cultural context, undertake self-directed learning and apply knowledge about language to day-to-day communication work

3. Willingness to proactively learn the methodology of ARDS, including willingness to undertake additional professional development (e.g. the Yolŷu Studies program at Charles Darwin University, or another suitable course of study)
4. Be self-motivated with the ability to plan and organise activities
5. Be a flexible, positive team-player
6. Problem solving abilities

Aboriginal and Torres Strait Islander candidates are strongly encouraged to apply.

Special requirements

- This role is based in Darwin (or another Northeast Arnhem community if the candidate has self-provided accommodation). If based in Darwin, the successful applicant will be required to undertake regular travel to Northeast Arnhem Land communities and homelands.
- The successful applicant will also be required to:
 - Hold a current NT Working with Children Clearance Notice (Ochre Card);
 - Undertake a National Criminal History Check (a criminal history check will not exclude an applicant from the position unless it is relevant criminal history)
 - Hold or obtain a current NT Driver's license and ability to drive both manual and automatic vehicles.
 - Be willing to undertake basic 4WD training.