

RAP Technical Specialist

Position Description

Reports to	Location	Salary	Direct Reports	Employment Type	Identification
Cultural Heritage Manager	Warrnambool, VIC	\$91,500 - \$111,800 per annum + Super	0	1.0 FTE, 24 months	NOT a Designated Aboriginal or Torres Strait Islander appointment

Overview of Eastern Maar Aboriginal Corporation

The *Native Title Act 1993 (Cth) (NTA)* requires that, following a native title determination, native title holders establish a *Prescribed Body Corporate (PBC)* to manage and protect their rights and interests. These corporations must incorporate under the *Corporations (Aboriginal and Torres Strait Islander) Act 2006 (CATSI Act)* and register with the *National Native Title Tribunal (NNTT)*. Once registered, they become a *Registered Native Title Body Corporate (RNTBC)*.

Eastern Maar Aboriginal Corporation (EMAC) was established in 2011 as an agent PBC following a positive consent determination by the Federal Court, covering an area known as PART B—from Deen Maar (Lady Julia Percy Island) to Dunkeld—shared with the Western Gunditjmara People, represented by Gunditj Mirring Traditional Owners Aboriginal Corporation.

In 2023, a second determination expanded EMAC's jurisdiction from Yambuk to Aireys Inlet, reaching Middle Creek and Ararat, and looping south to Dunkeld.

EMAC is a formally recognised Registered Aboriginal Party (RAP), with responsibilities for protecting and managing cultural heritage across a broader area extending to Winchelsea and Landsborough.

As the representative body for Eastern Maar citizens, EMAC leads the advancement of native title rights and interests, cultural heritage protection, high-quality policy advice, and initiatives aligned with the inherent rights, aspirations, and independence of its people.

Purpose of the Position

The position leads the assessment of Cultural Heritage Management Plans (CHMPs), Preliminary Aboriginal Heritage Tests (PAHTs), Aboriginal Cultural Heritage Land Management Agreements (ACHLMAs), Cultural Heritage Permits (CHPs), Aboriginal Heritage Protection Declarations (AHPDs) and Cultural Heritage Agreements (CHAs) to ensure compliance with the Victorian Aboriginal Heritage Act, regulations and prescribed standards.

Key Roles and Responsibilities

Key duties include:

- Lead the evaluation of Cultural Heritage Management Plans (CHMP's), Cultural Heritage Permits (CHP's) and statutory authorisations to ensure compliance with the *Aboriginal Heritage Act 2006*.
- Conduct on-ground assessments and mapping of cultural heritage.
- Register cultural heritage on the Victorian Aboriginal Heritage Register (VAHR).
- Provide authoritative, strategic, and timely advice to the executive team on Aboriginal cultural heritage matters, including the preparation of reports and briefs.
- Provide advice on the curation, custody, and repatriation of Aboriginal cultural heritage material for the EMAC RAP area.
- Assist in the development of and lead in the oversight of repatriated collections and/or items for cataloguing, safe storage, and preservation.



- Work closely with other members of the Eastern Maar Biocultural Landscapes Team, including Cultural Heritage Manager, On Country Operations Manager and the On Country Guardians Team to achieve desired outcomes and strong working relationships.

General

- Provide regular updates on opportunities, challenges and issues
- Be aware and adhere to The Privacy Act 1988, OH & S Legislation and other relevant legislation.
- Be aware and adhere to EMAC Policy and Procedure manuals.
- Be aware and participate in staff performance reviews.
- Attend all mandatory training as required.
- Perform other duties as may be directed or implied from time to time.

Key Selection Criteria – Essential

Essential Criteria

- Tertiary qualification in either Archaeology (preferred), Anthropology or a related field.
- Qualified Heritage Advisor as defined by the Aboriginal Heritage Act 2006.
- Experience in the registration of Aboriginal places on the Victorian Aboriginal Heritage Register.
- Ability to use Geographical Information Systems and Global Positioning System technology.
- Experience in developing and/or evaluating cultural heritage management plans and cultural heritage permits.
- Proven planning, problem-solving and analytical skills with the ability to work through complex issues and guide and/or coach others in the resolution of problems.
- Demonstrated communication and interpersonal skills to engage with, influence and build and maintain relationships with stakeholders.
- Sound project management skills with the ability to take initiative and manage issues.
- Proficiency in the use of computer and telecommunications technology.

Key Selection Criteria - Desirable

- Strong understanding of the importance of Country to Traditional Owners, recognising the Eastern Maar Peoples as the Traditional Owners of the south-west region of Victoria.
- Commitment to and appreciation of Eastern Maar culture, values, perspectives, and heritage, including the impacts of colonisation and the importance of cultural continuity.
- Demonstrated understanding of and commitment to Aboriginal self-determination, supporting the aspirations of the Eastern Maar community.

Other position requirements

- Holder of a Working with Children Check
- Holder of a Current Victorian Driver's Licence.
- Undertaken a National Police Check for Employment Purposes within the last 3 months

Note: A request to conduct probity checks does not guarantee an offer of employment.

Working with EMAC – Our offer to you

At EMAC, we are committed to fostering a supportive, culturally safe, and empowering work environment. When you join our team, you'll enjoy:

- Flexible hybrid working arrangements are available, subject to written agreement
- Salary packaging benefits in accordance with the ATO-approved rates for Public Benevolent



Institutions. Currently up to \$15,900, plus Meal and Entertainment benefits up to \$2,650 per year.

- Employee Assistance Program
- A friendly and supportive culture
- Professional development opportunities
- Reasonable relocation assistance may be provided, subject to prior approval and negotiation with the successful candidate

How to apply

To apply, send your resume and a cover letter addressing the Key Selection Criteria to Ms Bansri Dave, HR Officer at bansri.dave@easternmaar.com.au

Closing Date

Wednesday, 29 July 2026 at 11:59 PM.