



**MARTHAKAL HOMELANDS RESOURCE CENTRE
ABORIGINAL CORPORATION**
ICN: 8274

Position Description

Position Title	Position Specification: Remote Area Nurse (RAN)
Award	Nurses Award or equivalent remote nursing schedule
Annual Compensation	\$120,000 to \$130,000
Business Unit	Health, Wellbeing and Lived Environment
Reports To	Manager Health, Wellbeing and Lived Environment Location: Galiwin'ku and Homelands (field-based role)
Supervises	Nil – but strongly supports the roles of AHP's and or AHW's
Our Vision & Mission	Marthakal Homelands Resource Centre Aboriginal Corporation (MHRAC) delivers services across 30 Homelands in the Marthakal region—one of the most culturally significant Yolŋu land and sea estates in North-East Arnhem Land. Homelands hold the Yolŋu story. They provide strong connections to the land and sea culture. This allows Yolŋu to be Yolŋu and to be self-reliant. Homelands allow Yolŋu to provide a safe, healthy place for kids to grow and learn, and to create strong people. At Marthakal Homelands and Resource Centre Aboriginal Corporation, we are a strong, committed team, working together, walking together, always respectful of one another, and with the shared goal of creating a better life and environment for the people of the Marthakal Homelands.
Our Values	Our way of working – We are Marthakal; we work together. Respect and Two-Way Learning At MHRC, teamwork is the most important thing for our work. Honest commitment and respect are expected from all staff, managers, and Mala Board members. Professionalism and Commitment Our organisation stands for the Homelands. We all act with professionalism and commitment to our work so that the reputation of Yolŋu is strong and MHRC is well run and sustainable. Honesty and Fairness We will speak with truth and respect different points of view. We will work together to make decisions that are fair and benefit all people of the Homelands. Safe and happy place to work. MHRC protects the safety and wellbeing of all staff. We work together to learn



MARTHAKAL HOMELAND RESOURCE CENTRE ABORIGINAL CORPORATION

ICN: 8274

	and share experiences. We support each other when times are hard and are happy for each other when they are good.
--	---

Position Purpose:

To provide a broad range of health services, including acute, chronic, and preventative care, aligned to Yolŋu needs and priorities. The RAN is central to the delivery of place-based care through outreach and integration with broader social and housing teams.

In addition to the above this position is part of Marthakal's commitment to building a strong, culturally grounded local health workforce. The **Remote Area Nurse** supports improved health and wellbeing for Homeland residents by helping families understand and act on their health through the **Nine Healthy Living Practices** and other **social determinants of health**.

The role helps bring the **Marthakal Master Planning Strategy** to life by placing Yolŋu voices and knowledge at the centre of health-related decisions and behavioural change on Homelands.

Key Responsibilities:

- Deliver acute, primary, and preventive health care in a remote community setting
- Undertake triage, assessment, treatment, health screening, and care coordination
- Support chronic disease management, maternal and child health, immunisation, and sexual health services
- Respond to medical emergencies and stabilise patients for retrieval when required
- Work collaboratively and supportively with Aboriginal Health Practitioners, clinicians, and community staff
- Maintain accurate clinical documentation and contribute to ongoing quality improvement activities
- Provide health education and promote self-management and early intervention
- Respect and apply cultural knowledge, local protocols, and community priorities
- Coordinate and participate in outreach visits to homeland communities weekly, this will include overnight stays on homelands
- Support student, graduate, and junior staff supervision where appropriate

Key Relationships

- Internal: Manager, AHPs, Doctor, Public Health Officer, Health and Housing Managers, Homelands residents.
- External: Visiting Allied Health and Specialists, Miwatj Health.

Selection Criteria



MARTHAKAL HOMELAND RESOURCE CENTRE ABORIGINAL CORPORATION

ICN: 8274

Essential:

- Registered Nurse with current AHPRA registration
- Experience in remote area, emergency, primary health, or community nursing
- Strong clinical assessment and decision-making skills
- Understanding of Aboriginal health, social determinants of health, and cultural safety
- Ability to work autonomously in a remote environment including overnight stays on Homelands
- Effective communication, teamwork, and conflict-resolution skills
- Current NT driver licence or ability to obtain one
- Current CPR/ALS/REC/Immunisation or willingness to obtain
- Willingness to live and work in a cross-cultural community setting

Desirable:

- Understanding of the Nine Healthy Living Practices (Health Habitat model)
- Understanding of the Social Determinants of Health
- Knowledge of, or willingness to learn about Aboriginal cultural and health issues
- Prior experience working with Communicare
- 4-wheel driving experience or ability to gain

Strategic Impact

This position supports:

- **Safe, Healthy Homeland Living** by promoting Yolŋu-led solutions to prevent sickness
- **Local Employment and Empowerment** by developing the Yolŋu public health workforce
- **Marthakal's Master Planning Strategy** by embedding health into housing, maintenance, and Homeland life
- **Community-Led Development** by connecting families to knowledge, services, and good habits

Strategic Alignment

- **Strategic Goal** – Improve Health Outcomes: RANs are core to delivering primary and emergency care in the most remote settings.
 - **Strategic Goal** – Public Health and Liveability: Through engagement with Homelands, nurses support immunisation, hygiene, and nutrition services.
 - **Strategic Goal** – Community-Led Health: Nurses mentor Yolŋu staff and support empowerment in care delivery.
-



MARTHAKAL HOMELAND RESOURCE CENTRE ABORIGINAL CORPORATION

ICN: 8274

Personal Attributes and Skills

- **High Level of Discretion and Confidentiality:** Ability to handle sensitive information with the highest degree of integrity and confidentiality.
 - **Strong Interpersonal Skills:** Ability to build and maintain relationships with a wide range of people from diverse backgrounds, including staff, board members, and external partners.
 - **Independent Work Ethic:** Capable of working independently with minimal supervision, taking initiative to complete tasks and projects.
 - **Resilience and Adaptability:** Able to handle a high-pressure environment and adapt to changing circumstances and challenges.
 - **Cultural Sensitivity:** Strong understanding and respect for Aboriginal and Torres Strait Islander cultures, customs, and practices.
 - **Problem-Solving Skills:** Excellent problem-solving skills with the ability to think critically and provide solutions in complex situations.
-

Social conditions of employment

- Must have unrestricted work rights in Australia.
 - Must satisfy a criminal history check.
 - Must hold or be able to obtain an Ochre Card.
 - Six-month probationary period.
 - Referees (at least two) are required.
 - Ability to gain/maintain a current NT Driver's Licence (Manual vehicle)
-

Why Marthakal?

Marthakal offers a meaningful opportunity to work across East Arnhem Land in a role that respects culture, supports professional independence, and strengthens connection with community.

Work arrangements that support your lifestyle

Leave and travel benefits:

- Six weeks annual leave, including 17.5% leave loading
- Twelve days personal leave
- Five days compassionate leave

Professional growth and support:

- Study leaves and study assistance of up to \$1,500
- Post-graduate allowance equivalent to 2% of salary
- Individualised training and professional development opportunities
- Potential eligibility for a **\$5,000 retention bonus**, subject to conditions

Additional support

Eligible applicants may also be able to access the **NT Thrive Health Professional Relocation Grant**, which provides up to **\$10,000** to assist with relocation, housing, wellbeing, cultural training, and professional



MARTHAKAL HOMELAND RESOURCE CENTRE ABORIGINAL CORPORATION

ICN: 8274

upskilling.

More info: <https://ntphn.org.au/grants-and-scholarships/health-professional-relocation-grant/>

Please Note:

This position description is subject to annual review in consultation with the employee and in accordance with organisational priorities and contractual requirements, and may change.

This position description should be read in conjunction with the relevant employment contract and MHRC policies and procedures.

Acceptance

I have received a copy of this position description, and the contents have been discussed with me.

Employee Signature: _____ Date: _____

Employee Name: _____

HSM Signature: _____ Date: _____

HSM Name: **Vipul Nayyar**

CEO Signature: _____ Date: _____

Chief Executive Officer: **Peter Solly**

VERSION HISTORY

VERSION	APPROVED BY	REVISION DATE	DESCRIPTION OF CHANGE	AUTHOR
one	Peter Solly	30 th May 2026	Aligned role to current requirements	Vipul Nayyar

PREPARED BY	Vipul Nayyar	TITLE	Health Service Manager	DATE	30 th May 2026
--------------------	--------------	--------------	------------------------	-------------	---------------------------

APPROVAL HISTORY

VERSION	APPROVED BY	APPROVERS NAME	SIGNATURE	DATE
001	CEO	Peter Solly		
001	CFO	Tinos		