



Tauondi Aboriginal Corporation

1 Lipson Street
Port Adelaide SA 5015

PO Box 409
Port Adelaide SA 5015

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Application Kit

Thank you for your interest in employment with **Tauondi Aboriginal College**.

This Application Kit has been prepared to assist you in understanding the advertised position, Tauondi's recruitment and selection process, and the information required as part of your application.

The Application Kit includes:

- information about Tauondi Aboriginal College;
- an overview of our recruitment and selection process;
- guidance on preparing and submitting your application; and
- the Position Description for the advertised role.

About Tauondi Aboriginal College

Tauondi Aboriginal Corporation, trading as Tauondi Aboriginal College, is an independent, Aboriginal community-controlled Registered Training Organisation established in 1973.

For over 50 years, Tauondi has supported Aboriginal people through education, training, learner support, employment pathways and community-based programs. Governed by an Aboriginal Board, Tauondi provides culturally responsive services that recognise the strengths, aspirations, identities and diverse experiences of Aboriginal people and communities.

Our approach places Aboriginal culture, identity and community at the centre of learning and support. We are committed to providing a culturally safe and welcoming environment in which students and clients are supported to build knowledge, skills, confidence and pathways to further education, employment and personal development.

The principles established at Tauondi's inception in 1973 continue to guide our work today. We are proud to be a place where Aboriginal people can come together to learn, grow, strengthen culture and pursue their aspirations.

Recruitment and Selection Process

Tauondi uses a structured recruitment and selection process to identify the applicant who best meets the requirements of the advertised position.

The process generally consists of three stages:

1. Application and Shortlisting	Following the closing date, applications will be reviewed by a selection panel against the requirements outlined in the Position Description. Applicants who are shortlisted for interview will be contacted to arrange a suitable interview time. Applicants who are not shortlisted will be advised by email.
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2. Interview	The interview provides shortlisted applicants with an opportunity to discuss their skills, knowledge, experience and suitability for the position. Interviews will generally be conducted by a selection panel and may take approximately 40 minutes. Applicants will be asked questions relevant to the responsibilities and requirements of the position and may also have an opportunity to ask questions about the role and Tauondi.
3. Referee Checks	Referee checks may be undertaken for applicants who remain under consideration following the interview process. Applicants should provide professional referees who have direct knowledge of their work performance, skills and experience. Tauondi will generally contact referees only when required as part of the selection process. Once the recruitment process has been finalised and the preferred applicant has accepted an offer of employment, other interviewed applicants will be advised of the outcome.

How to Apply

Your application is an important opportunity to demonstrate how your skills, knowledge, experience and capabilities align with the advertised position.

Before submitting your application, please complete the following steps.

1. Read the Position Description

Please read the Position Description carefully. It provides important information about the purpose of the role, key responsibilities and accountabilities, and the skills, knowledge, experience and other requirements relevant to the position.

You should consider these requirements when preparing your application.

2. Prepare Your Application

Please include the following documents with your application:

- **Cover Letter** – A brief letter introducing yourself, identifying the position you are applying for and explaining your interest in the role.
- **Summary of Relevant Experience** – A brief statement, generally one to two pages, outlining your relevant professional experience, skills and experience in similar or related roles.
- **Resume/Curriculum Vitae** – An up-to-date resume outlining your employment history, qualifications, education, skills and relevant experience.
- **Professional Referees** – The names and contact telephone numbers of at least three professional referees who can comment on your work performance, skills and experience.

3. Submit Your Application

Applications may be submitted by:

Email: thr@tauondi.sa.edu.au

Post: Tauondi HR PO Box 409 PORT ADELAIDE SA 5015

Applications must be received by the closing date specified.

Late applications may not be considered.

	Training and Employment Support Service Officer Position Description				MGR01
Prepared By:	Tadashi Nakamura	Issued	06/02/2025	Copy no	1
Authorised By	Executive Director, Corporate Service	Replaces		Page	1 of 4
Reason for Amendment					

POSITIONS DETAILS	TRAINING AND EMPLOYMENT SUPPORT SERVICE OFFICER
LOCATION: DEPARTMENT: REPORTS TO: DIRECT REPORTS: EMPLOYMENT CONDITIONS: RELEVANT AWARD:	1 Lipson Street, Port Adelaide South Australia 5015 Education and Support Education Service Manager NIL Full-Time (occasional weekend work) 12-month contract. Key Performance Indicators will be reviewed quarterly. Prescribed Position Educational Services (Post-Secondary Education) Award 2010

KEY POSITION OBJECTIVES
The Training and Employment Support Service Officer holds a pivotal role, to provide a comprehensive approach to the organisation's objective. Responsible for driving project-based training and employment initiatives, the Officer focuses on achieving set targets and Key Performance Indicators outlined in agreements with governmental and private entities. This role is dedicated to offering holistic support to Aboriginal adults, from pre-training and employment preparation to post-placement sustainability. By strategically promoting, coordinating pre-employment and pre-vocational training, and conducting informative sessions, the Officer establishes a robust database of job-ready Aboriginal candidates, ensuring seamless post-placement support for vocational training and sustained employment. The Officer also undertakes the critical responsibility of coordinating, planning, and delivering non-accredited programs on various topics such as career development, progression, pre-employment, digital literacy, and foundation skills. These workshops empower Aboriginal individuals by initiating their educational journey and introducing potential pathways to further training and employment. Additionally, the Officer is responsible for marketing and coordinating non-accredited workshops, utilising diverse strategies to effectively reach out to Aboriginal individuals and ensuring high attendance rates and active participation. In cases requiring additional support, the Officer facilitates engagement to maximise the impact of educational initiatives within the community.
KEY ACCOUNTABILITIES AND RESPONSIBILITIES
Project implementation - Contribute to the implementation and coordination of projects that deliver effective outcomes and meet service delivery needs. - Oversee particular aspects of projects and implementations, including developing and monitoring project plans and coordinating resources to ensure successful project milestones are met - Prepare a range of project-related documents for key stakeholders as required. - Deliver on assigned projects and processes within agreed upon deadlines and quality standards. - Maintain key internal and external stakeholder relationships based on open and regular discussions and feedback. Support Services - Case manage students and participants to be able to provide relevant support, mitigating the risks of disengagement, absenteeism & withdrawal. - Develop individualised support plan for all students and participants to provide appropriate support

• When necessary, research available services including professional services and refer them to appropriate external services • Provide learning support including literacy, numeracy and digital literacy support to students and participants to increase their employability and job-readiness. • Liaise with students and participants to identify any support needs and difficulties • Coordinate work experience and work placement, in consultation with students and participants. • Ensure regular contact with employers to identify any potential risks to activate early intervention. 3. Develop, Coordinate and Delivery of non-accredited programs/workshops • In consultation with stakeholders, a series of workshops are coordinated and scheduled. • Ensure sufficient number of participants are registered and attended to workshops • Organise guest speakers if necessary to achieve the learning outcomes • Arrange necessary resources including venue hire, room booking, learning resources required for workshops. • Ensure participant feedback is routinely sought on workshop content, processes, and on the evaluation of progress of learning outcomes and opportunities • Deliver a series of workshops to Aboriginal participants 4. Sales and Marketing • Promote fee for service training to meet the minimum participant target to deliver workshops. • Meet the total participant number target quarterly. • Network with potential buyers of services. 5. Administration and Communication • Ensure all correspondences with stakeholders including students/participants, vocational trainers and employers are accurately case noted daily in detail • Maintain strict confidentiality in line with the Tauondi policies and procedures • Establish an Aboriginal Job Seeker Database 6. Other duties as agreed	<i>The Employee shall perform the duties set out in the Position Description. These duties may be modified and updated by the Employer following agreement with the Employee.</i>
PERSON SPECIFICATION	
Skills & Knowledge: • High level oral and written communication and interpersonal skills. • Advanced skills in Microsoft Office suite of products. • Effective and engaging presentation skills. • Sound understanding of the principles of case noting • Understanding of Aboriginal and Torres Strait Islander cultures, protocols, practices and communities	Previous Work Experience: • At least 2 years of experience in providing support to individuals (preferably Aboriginal and Torres Strait Islander people) • Experience in developing, facilitating and delivering pre-employment, job readiness training programs. • Experience in dealing with students personal and confidential information. • Experience in working within the Student Support Services. • Experience in working with Aboriginal and Torres Strait Islander people and communities. (Desirable) • Experience Working within the Vocational Education and Training (VET) Industry sector.

Personal Attributes:

- Excellent time management, ability to determine priorities, successfully manage simultaneous and competing projects to meet internal and external deadlines.
- Excellent organisational ability and initiative, including prioritising to meet deadlines.

Demonstrated and proven:

- Ability to work autonomously, while also being a strong team player.
- High level of verbal, listening and written communication skills.
- Establishing and maintaining effective relationships with a variety of internal and external stakeholders with the aim of creating awareness and promoting continuous improvement.
- Excellent interpersonal skills, demonstrated ability to interact professionally with diverse people.
- Ability to support, empower and skill others.
- Ability and skills in problem solving.
- Ethical and professional approach to employment.
- Highly motivated and the ability to work effectively in a team environment.
- Ability to work within an Aboriginal organisation.
- Attention to detail.
- Ability to maintain confidentiality.

Qualifications & Training:

- (Essential) Certificate IV in Career Development, Certificate IV in Employment Services or equivalent work experience
- (Desirable) Other tertiary qualifications will be considered.
- (Essential) Current DHS National Criminal History Record Check (or prepared to obtain).
- (Essential) Responding to Abuse and Neglect – Education and Care Certificate (or prepared to obtain).
- (Essential) A current driving license

VISION, PURPOSE AND VALUES**Our Purpose**

Empowering strong people and supporting strong communities through the strength of strong culture and education excellence.

Values

Trust	Building relationships on a foundation of reliability and integrity in all interactions and decision.
Authentic	Encouraging genuine self-expression and honest communication through respectful engagements.
Uniqueness	Embracing and celebrating individual differences and innovative ideas that makes our community strong.
Openness	Fostering a culture of transparency, accessibility, and receptiveness to create new opportunities for growth.
Network	Cultivating strong relationships and connections both within and outside the organisation
Diversity	Valuing and promoting a varied community that includes different backgrounds, perspectives, and experiences to enrich our social understanding.
Impact	Striving to make a meaningful difference in the lives of students, employers, and the broader community through purposeful actions.

KEY RELATIONSHIPS

Internal • Reporting to Operations Director • Administration staff including compliance • Trainers and Assessors • Student Support Team • Tauondi students	External • Aboriginal community members • Public and private Aboriginal and non-Aboriginal organisations • Industry and Enterprises (employers) • Other RTOs • Employment Service Providers
Acknowledgement	
I..... acknowledge that I have been given a copy of this Position Description and that I have read and understand it. Signed..... Date ____/____/____ (Employee) Signed..... Date ____/____/____ (Manager)	