



ARDS
ABORIGINAL
CORPORATION

LANGUAGE CENTRE - YOLŲU RADIO - COMMUNITY CONTROL

Position Description

Position title	: Senior Cross-Cultural Facilitator
Reports to	: Community Development Manager
Employment type	: Full Time or Part Time
Location	: Nhulunbuy
No. of direct reports	: Up to 5
Date	: October 2026
Approved by	: CEO
Salary band	: SCHADS Level 6 (\$113,821 per annum FTE)

Position Purpose

ARDS requires an experienced Cross-Cultural Facilitator to join our team in Nhulunbuy. The successful applicant will have strong initiative and demonstrated experience applying cross-cultural and/or adult education approaches in project work in a community development context, particularly in remote YolŲu communities across Northeast Arnhem Land.

The Cross-Cultural Facilitator will be involved in a broad range of social and emotional wellbeing community facilitation, including the delivery of YolŲu-led mental health resource development projects, YolŲu-led activities related to wellbeing for young people, YolŲu-led AOD prevention initiatives; and the development of tools that centre YolŲu priorities for holistic childcare and protection.

The Cross-Cultural Facilitator will contribute to understanding of, and advocate for, greater YolŲu control over parenting, and YolŲu approaches to healing and trauma-informed practice.

The Cross-Cultural Facilitator will have a strong ability to position themselves as a learner, using their existing professional experience to develop a practical understanding of ARDS' methodology that will equip them to support project fieldwork in communities and homelands.

About ARDS

ARDS is a Yolŋu 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 Yolŋu control of all aspects of Yolŋu 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 ṇalapaḷ (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 Yolŋu families and communities to navigate and negotiate with government and dominant culture institutions. We develop ways for Yolŋu and Balanda systems to work together.
- Law and Justice – we work to ensure that Yolŋu 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.
- Yolŋu Region Language Centre – our team supports local language custodians in keeping language strong. This includes intergenerational language transmission activities, resource development, language documentation, translation, training, and language advocacy.
- Yolŋu Radio and Multimedia – broadcasts to Yolŋu communities and homelands. We create a range of creative media products and activities that celebrate Yolŋu 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 Yolŋu 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 Yolŋu in North-East Arnhem Land.

Responsibilities and Roles

- Lead projects focused on Yolŋu approaches to strength and healing, especially those supporting strong Yolŋu families, children, mental health and parenting.
- Facilitate face-to-face, two-way engagement with Yolŋu participants, to enable genuine community participation in projects and programs that impact on Yolŋu families, communities and homelands.
- Work together with senior Yolŋu and other Balanda (non-Yolŋu) staff to contribute to co-

designing, developing and implementing healing approaches and trauma-informed practice models from a Yolŋu worldview.

- Participate in and inform consultation and co-design planning for projects with Yolŋu and Balanda staff, based on community needs, you will take a lead role in co-designing new projects and initiatives.
- Support consultation and co-design resource development (such as plain English information dissemination tools, community engagement tools etc.).
- Support documentation, reporting and evaluation of consultations.
- Support liaison with project stakeholders and funders, including through report writing when required.
- Support funding application design; identifying and pursuing funding opportunities.
- Contribute positively to the work of the ARDS team, including as necessary by:
 - Assisting with project logistics (e.g. organising travel, contacting community members)
 - Assisting with office administration (e.g. support staff transport, office supplies, office assets maintenance and other duties as needed)
- Support and supervise up to five community development team members, and
- Support and mentor new and junior staff to develop and grow.

Candidate requirements

Knowledge

Required:

- Demonstrated knowledge of inter-cultural learning, adult education and community development concepts.
- Demonstrated knowledge of NT and Australian Government policy directions, initiatives and programs relating to Indigenous peoples, and an ability to respond to policy settings.
- Demonstrated knowledge of the environment in which services are funded and delivered in remote communities, the ways in which Indigenous peoples interact with services and the associated communication challenges.

Preferred:

- Knowledge of Yolŋu language and culture
- Familiarity with the environmental and social-traditional background of Northeast Arnhem Land.

Experience

Required

- Demonstrated experience applying culturally competent communication skills and ability to work successfully in multilingual environments.
- Experience using Plain English for spoken and written communications.
- Demonstrated community development project experience, including fieldwork; project co-design; preparing oral and written reports; achieving outcomes within agreed

timeframes; and providing appropriate advice to key stakeholders.

- Experience facilitating activities and engagement with adults using languages other than English.
- Experience interacting with government and non-government agencies and institutions in a community development or related context.
- Proficiency with MS Office.

Preferred

- Experience working closely and collaboratively with Yolŋu people, and/or speaking Yolŋu matha;
- Professional project experience related to health, family violence, social work or a related field;
- Experience explaining the workings of dominant culture systems;
- Experience working with audio recording devices, digital audio and digital communications tools (e.g. internet and social media).

Qualifications

- Tertiary qualifications in relevant Community Development fields are desirable but not essential where the candidate can demonstrate relevant professional experience.

Skills & Abilities

- Willingness to learn an Aboriginal language and its cultural context by undertaking self-directed learning, and apply knowledge about language to day-to-day communication and work;
- Willingness to proactively learn the methodology of ARDS, including willingness to undertake additional professional development (e.g. the Yolŋu Studies program at Charles Darwin University, or another suitable course of study)
- Self-motivated with the ability to plan and organise project activities without close supervision.
- Flexible, positive team-player, with a ‘can-do’ attitude and demonstrated problem-solving abilities

Special requirements

The successful applicant will be required to undertake regular travel by car and small aircraft to Northeast Arnhem communities and homelands as required.

The successful applicant will also be required to:

- Hold a current NT Working with Children Clearance Notice (Ochre Card);
- Undertake a Criminal History Check;
- Hold or be eligible to obtain a current NT Car Driver’s manual licence; and
- Be willing to undertake basic 4WD training and drive to Yolŋu homelands.

A criminal history check will not exclude an applicant from the position unless it is relevant to criminal history.