



Position Description

First Nations Australian Knowledge Broker

Southern NSW Innovation Hub

Office of the Deputy Vice-Chancellor (Research)

This is an identified position and applications are sought from Indigenous Australians pursuant to Section 14 of the Anti-Discrimination Act 1977 (NSW).

Classification Level 7

Delegation band [Delegations and Authorisations Policy \(see Section 3\)](#)

Special conditions Nil

Workplace agreement [Charles Sturt University Enterprise Agreement](#)

Date last reviewed October 2021



About Charles Sturt University

Purpose

The Wiradjuri phrase *yindyamarra winhanganha* means the wisdom of respectfully knowing how to live well in a world worth living in. This phrase represents who we are at Charles Sturt University – our ethos. It comes from traditional Indigenous Australian knowledge, but it also speaks to the vision of the university – to develop and spread wisdom to make the world a better place.

Vision

Charles Sturt University is set to undergo a decade of great reform that will see the university characterised by these key elements:

- An uncompromising drive towards excellence in every aspect of its operations
- A far-reaching strategic re-positioning of teaching, learning, research, and innovation
- Embedding First Nations engagement, education and research as everybody's business
- A cementing of our position as Australia's pre-eminent rural and regional university

The overarching aim is to consolidate our institution so that it is demonstrably more resilient and sustainable by the end of the decade.

Goals

To deliver on our Purpose and Vision, the university has three key goals:

1. Maintain the university's position in the top five Australian universities for graduate outcomes based on employment and salary
2. Embed a culture of excellence across all aspects of the university's operations
3. Exponential growth in research, development, and innovation income in our chosen areas, delivering high impact outcomes for regional Australia

Our values

Charles Sturt has a proud history and is fortunate to have an outstanding group of diverse, passionate, and engaged people working with us. Our values of insightful, inclusive, impactful, and inspiring guide our behaviours and ways of working to help us achieve our ethos of creating a world worth living in.



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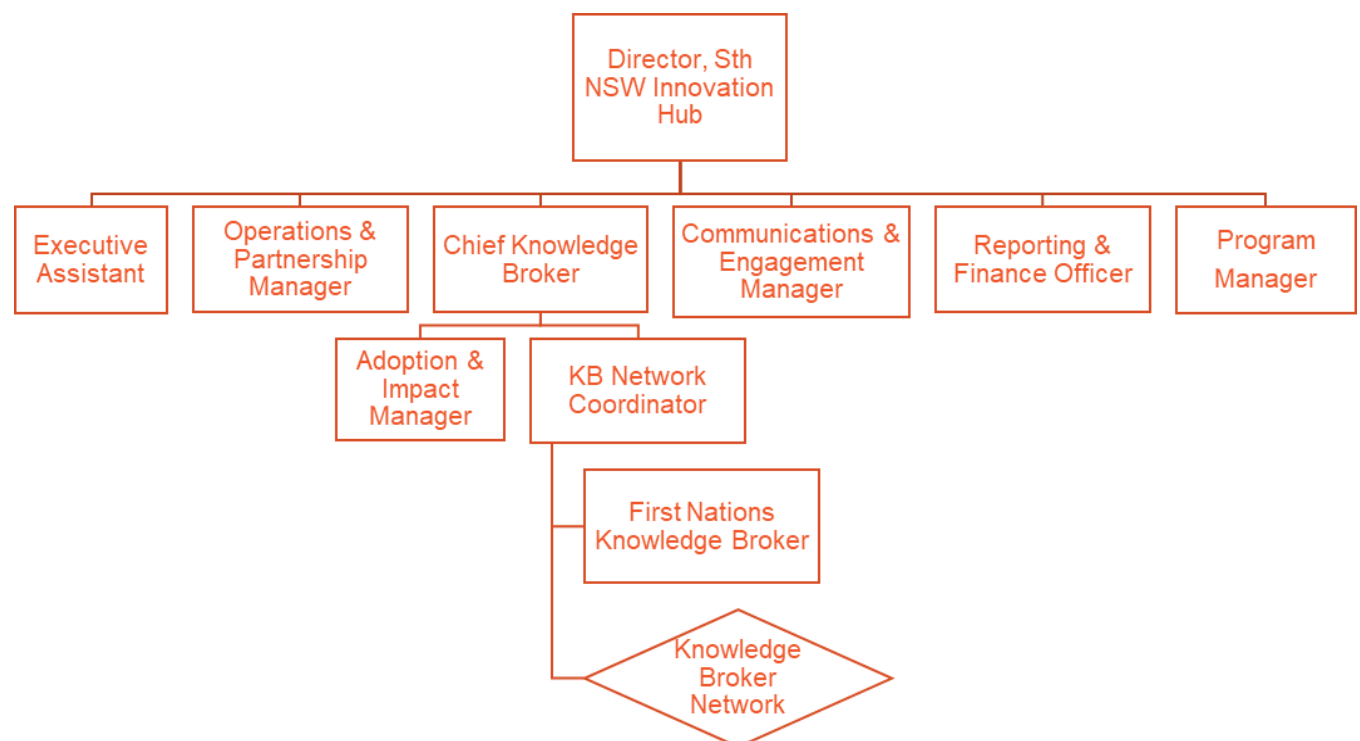
Charles Sturt University is a community-minded organisation with strong links to industry, government and other educational organisations. Charles Sturt courses are developed in collaboration with industry representatives to ensure the skills our graduates acquire meet industry needs.

The Deputy-Vice-Chancellor (Research) (DVC R) is responsible for research; research training; partnership with industry and end-users to enhance research and maximise research impact; the commercialisation agenda; national and international education partnerships; research ethics and compliance.

The Southern NSW Drought Resilience Adoption and Innovation Hub is funded by the Commonwealth Department of Agriculture, Water, and the Environment. Charles Sturt University leads a consortium to deliver user-centred innovation, research, commercialisation, and adoption as part of the Federal Government's Future Drought Fund (FDF). The strategic objectives of this fund are to enable:

- Economic resilience for an innovative and profitable agricultural sector
- Environmental resilience for sustainable and improved functioning of farming landscapes
- Social resilience for resourceful and adaptable communities

Organisational chart





Reporting relationship

This position reports to: Chief Knowledge Broker

This position supervises: Nil

Key working relationships

- First Nations community
- Consortium partners
- Agricultural community
- Department of Agriculture, Water, and the Environment

Position overview

The First Nations Australian Knowledge Broker is responsible for providing high level input into the Hub's strategic planning to ensure that the co-design processes remain inclusive of, and sensitive to the issues and concerns of First Nations Australians throughout the Hub footprint.

The First Nations Australian Knowledge Broker will identify the needs of First Nations Australians and lead knowledge sharing around drought responses, resistance/adaptation to drought and the impact of drought on the social and emotional wellbeing of First Nations Australians throughout the Hub footprint.

The role has responsibility for collaboratively implementing the annual work program and ensuring its delivery.

Principal responsibilities

- Work with First Nations Australian peak and community partners to:
 - develop co-designed, collaborative and demand-driven resilience research, development, extension and adoption activities and programs that ensures integration of First Nations Australians' cultural perspectives and needs; and
 - develop appropriate processes and protocols regarding cultural and intellectual property around drought responses, resistance/adaptation to drought and the impact of drought on social and emotional wellbeing.
- Advise the First Nations Communities on the activities of the Hub, and provide reports and presentations as required .
- Identify, connect and negotiate with First Nations Australians and organisations to bring alignment with the Hub's activities and who may be able to contribute or benefit from participation.
- Oversee the collection and analysis of existing First Nations Australian research outputs and where there is approval from the owners of this knowledge, translating it into practices ready for adoption.
- Collaborate with Hub partners and the Communications and Engagement Manager to share feedback from all stakeholders on the effectiveness of the Hub's First Nations Australian engagement activities.



- Support the development of a collaborative culture within the Hub which is intellectually and culturally challenging and stimulating and focused upon the achievement of the annual work program.
- Represent the Hub in various settings, in line with the Hub activities.
- Participate in a network of knowledge brokers working in collaboration with partner organisations to identify gaps in, and opportunities for improved social, environmental and economic resilience of producers and regional communities.
- Other duties appropriate to the classification as required.

Role-specific capabilities

Innovative	With creativity at our core, be open to new ideas and seek to find better ways.
Network	Bring people together and build relationships that deliver desired benefits and outcomes.
Listen closely	Dig deep to understand others, using self-insight to build team spirit and recognise efforts.
Present and communicate information	Speak clearly and fluently, express opinions, make presentations, respond to an audience, show credibility.
Analyse	Analyse information, probe for clarity, produce solutions, make judgements, think systemically.
Plan and organise	Set objectives, plan, establish contingencies, manage time, resources, and people, monitor progress.

Physical capabilities

The incumbent may be required to perform the following.

- Work in other environments beyond your base campus, such as other campuses.
- On occasion drive a university vehicle distances up to 500km per day within the terms of the university's [Driver Safety Guidelines](#)



Selection criteria

Applicants are expected to address the selection criteria when applying for this position.

Essential

- A. Identify as an Indigenous Australian with a demonstrated knowledge and understanding of Indigenous Australian cultures and issues affecting Aboriginal and Torres Strait Islander people and have the ability to sensitively and effectively communicate with Indigenous Communities. *(Please be aware you will be required to provide proof of your Indigenous identity).*
- B. Tertiary qualification in a relevant discipline or similar with subsequent work experience or specialist expertise in a professional field, or an equivalent combination of First Nations relevant experience and/or education training.
- C. Demonstrated ability to effectively engage with a diversity of First Nations Peoples Traditional Owner groups and custodians, including experience working with established organisations, partnerships, and networks.
- D. Demonstrated experience in communicating sensitively and effectively with First Nations Peoples, Traditional Owner groups and custodians, including the use of effective and appropriate cultural protocols. Highly developed oral, written, and interpersonal communication skills that effectively engage diverse audiences.
- E. Highly effective project management skills, including the ability to coordinate complex tasks, manage competing deadlines, and actively contribute to strategic planning.

