



Aboriginal Cultural Inclusion Coordinator

The opportunity

Are you a proud Aboriginal and/or Torres Strait Islander person ready to lead change, strengthen community connections and help shape a culturally safe and inclusive future for Wollongong?

This is an exciting opportunity to establish and lead Wollongong City Council's Aboriginal Cultural Inclusion Team. As the Coordinator Aboriginal Cultural Inclusion, you will play a key role in strengthening relationships with Aboriginal and Torres Strait Islander communities, providing cultural guidance across Council, and helping create lasting social and cultural outcomes for community.

Leading a small team of Aboriginal Cultural Inclusion Officers, you will work closely with community members, Council leaders, government agencies and key stakeholders to champion inclusion, cultural safety and reconciliation outcomes. You will join an organisation that is already committed to its reconciliation journey, with a recently adopted second Innovate Reconciliation Action Plan and a genuine commitment to listening, learning and creating positive change

This is an opportunity to help shape the future of Aboriginal cultural inclusion at Council, influence organisational decision making, support the development of a Cultural Safety Framework, and guide initiatives that deliver meaningful outcomes for Aboriginal and Torres Strait Islander communities

This is a permanent full time 35 hour per week position. Salary from \$107,513 up to \$136,194 per annum plus superannuation. (Salary package will be assessed based on skills, experience and qualifications)

Interested?

Click on 'Apply' to complete your online application.

You will be prompted through the application to answer the selection criteria as outlined overleaf.

Contact Alison Bradford Community Development + Engagement Manager, on 02 4227 7622 for questions related to the job

For questions related to submitting your application online, our recruitment process or you require adjustments in the recruitment process, please contact the Talent Acquisition Team (02) 4227 7065.

Applications close 11:59pm, Sunday 27 September 2026

What you will be doing

- Lead and develop the Aboriginal Cultural Inclusion Team.
- Build strong and respectful relationships with Aboriginal and Torres Strait Islander communities.
- Provide cultural advice and guidance across Council.
- Influence and support reconciliation and cultural inclusion initiatives.
- Lead community capacity building programs and projects.
- Support the development of culturally safe practices across the organisation.
- Foster partnerships with community organisations, government agencies and stakeholders.
- Monitor and evaluate programs and initiatives to ensure positive community outcomes.

About you

You are an experienced leader with a strong connection to the local community and a passion for creating positive change. You are comfortable working across both community and organisational environments and can build trust, influence others and navigate complexity with authenticity and resilience.

You will bring:

- A degree qualification
- Extensive knowledge of Aboriginal cultures, kinship systems, histories and contemporary issues
- Demonstrated leadership experience, including developing people and building high performing teams
- Strong stakeholder engagement and relationship building skills
- Experience leading projects, programs or initiatives and delivering outcomes
- A commitment to community centred approaches and continuous improvement
- A commitment to Council's values of Respect, Integrity, OneTeam, Sustainability and Courage

This is an identified role under Section 14(d) of the *Anti-Discrimination Act (NSW) 1977* and as such Aboriginality is an essential requirement of the role. Aboriginal identified positions are developed where Aboriginal identity, cultural knowledge or connections are a genuine aspect of the role.

Positions are specifically noted under the provisions of the *Anti-discrimination Act (NSW) 1977* for Aboriginal people who meet the following criteria:

- is of Aboriginal and/or Torres Strait Islander descent, and
- identifies as an Aboriginal and/or Torres Strait Islander person, and
- is accepted as such by the Aboriginal and/or Torres Strait Islander community



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Selection Criteria

Wollongong City Council uses a merit-based recruitment process.

To support the panel in assessing your suitability, please respond to the criterion in detail. Your responses should clearly demonstrate how you meet each requirement, using specific examples that highlight your relevant skills, experience, knowledge, and attributes.

Please ensure your answers are authentic and reflect your own experiences. Responses generated by AI or copied from generic sources are discouraged, as they do not provide the depth or relevance needed for effective assessment.

We also encourage you to reflect on how your approach and values align with Wollongong City Council's core values: Respect, Integrity, One Team, Sustainability, and Courage.

The more detail you provide, the better equipped the panel will be to understand your capabilities and alignment with the role and our organisation

1. Please describe the degree qualification, skills, knowledge and experience that you believe demonstrate your ability to perform successfully in this position.
2. Describe a time when you used your knowledge of Aboriginal and/or Torres Strait Islander cultures, kinship systems, histories or contemporary community issues to influence a program, project, service or organisational decision.
3. Tell us about your experience leading a small team. Please provide a specific example that demonstrates how you have developed people, created a positive team culture and delivered outcomes through others.
4. Provide an example of a significant program, project or community initiative that you have led or managed.
5. Tell us about a time when you led people through change while working with a range of internal and external stakeholders.



Artist: Glen Sutherland – Gulguma Art, 'My Mother's Story'

Why you'll love working here

We're values based, and purpose-led

We care about our community and aim to create an extraordinary Wollongong. This is achieved by working toward the goals in the Our Wollongong Our Future Community Strategic Plan 2035. Our work is guided by our values of Courage, Integrity, Respect, Sustainable and One Team.

Make a difference in your community

You'll be part of a team that makes a positive impact through the services they provide, the infrastructure they build and the community they create.

Be your authentic self

Our strength is the diversity of our people. Council is an inclusive workplace where everyone is welcome, valued and belongs.

Grow capability and opportunity

We'll invest in you to develop the next generation of leaders who'll deliver services, projects and infrastructure that can only be found in large complex organisations.

Create local and industry connections

As part of a large and complex Council in a major city, you'll establish networks with a range of Local Government Industry peers, bodies, associations and organisations.

Career growth and recognition

Reward and recognition, corporate learning opportunities, study assistance, and leadership development programs to help you grow and succeed.

True work-life balance

We know you work hard, and we make sure that effort is rewarded with real flexibility. Our hybrid work options, flex-time mean you can maintain balance with family and enjoying our coastal lifestyle, while delivering great outcomes for community.

Great working conditions

Enjoy a 35-hour work week

Generous leave provisions

Five weeks of annual leave per year (pro rata) and access to long service leave after just five years.

We also provide leave for NAIDOC week and Sorry Business.

Health, safety, and wellbeing

We prioritise a safe workplace for everyone, every day, everywhere. Our wellbeing programs support mental, physical and social wellbeing of our people to be at their best and include skin and hearing checks, and discounted gym memberships. Our Employee Assistance Program also offers support from counsellors with lived experience.

A vibrant social culture

We have a thriving Social Club hosting a range of fun activities year-round from trivia to happy hour events, themed nights and more. There's a dedicated social space with table tennis, pool table and shared break out areas.



Next steps

How to apply

Click apply and submit your up-to-date resume and answer the selection criteria questions.

Your application will be assessed following the conclusion of the advertising period.

We will keep you informed during the recruitment process to:

- Advise you of your progress through each stage;
- Explain assessments that you need to complete;
- Notify you of the outcome of your application by email or phone, and
- Provide you with feedback on your request.

For assistance in submitting your application, please contact the Talent Acquisition Team on (02) 4227 7065.

More information

- We encourage applications from everyone regardless of gender, age, ethnicity, cultural background, faith, disability or gender identity.
- People with disability are encouraged to reach out so they may be supported to access adjustments in recruitment processes and in the workplace, to enable them to demonstrate their skills and capabilities to meet the requirements of the job.
- Wollongong Council adheres to the principles of a child safe organisation and is committed to the care and protection of all children and young people in the community.
- Suitable candidates may be placed on an eligibility list for future opportunities in the team, which may include full time, part time, temporary and or casual.
- Suitable candidates are subject to employment screening which includes reference checks, Identity and Medical History Checks, and may also include a Nationally Coordinated Criminal History Check and Working with Children Check. Employment is subject to clearance of all these checks.

