



# Implementation Officer

*We strongly encourage applications from Aboriginal and Torres Strait Islanders, people from culturally diverse backgrounds and people with disabilities.*

## **About YAC**

Yinhawangka Aboriginal Corporation RNTBC ("YAC") is the Registered Native Title Body Corporate for approximately 10,000 sq.km around Paraburdoo in the Pilbara, which is held in Trust for approximately 360 Yinhawangka people. YAC is experiencing significant change and growth and this position will also change and grow and will require flexibility.

## **About the Role**

The primary purpose of the Implementation Officer is to facilitate compliance with the Regional Standards within the Regional Framework Deed (RFD) as they apply to the Yinhawangka People and Yinhawangka Aboriginal Corporation (YAC).

The Regional Framework Deed is an agreement between Rio Tinto and Pilbara Traditional Owners with the aim to continually improve how Rio Tinto operates in engaging with local Traditional Owners and for the purpose of improving the wellbeing of Aboriginal people throughout the Pilbara.

The role is responsible for ensuring awareness of the implementation obligations and commitments cited in the Yinhawangka and Rio Tinto Participation Agreement and RFD. This position is based in Paraburdoo.

## **Key responsibilities**

- Community engagement – key focus on relationship building and provision of daily support to Yinhawangka members. Frequent travel to remote Aboriginal communities to liaise and engage with the Yinhawangka community with a specific focus on Yinhawangka women's empowerment, aspirations, and capacity building. Develop and implement on-Country camps focused on cultural resilience, revitalisation, and intergenerational knowledge sharing
- Attend and prepare for monthly RIC SWG meetings and bi annual RIC meetings
- Life of Mine Planning (LoMP) – Ongoing communication to ensure that Rio Tinto and YAC work together to minimise the impacts of Rio Tinto's business on Yinhawangka Country, the environment and cultural heritage, while facilitating prompt, flexible and economic planning, development and operations of Rio Tinto's business
- Participation and coordination of LoMP related activities as directed by YAC, Chief Executive Officer and General Manager-Heritage Operations as per Rio Tinto's key approval requirements
- Cultural Awareness Training - To ensure that the history and culture of Traditional Owners is communicated to all Rio Tinto employees and contractors and increase the businesses understanding of Aboriginal culture and values
- Responsible for the coordination of CAT facilitators
- Has an awareness of the CAT Scope of Work and understanding of Rio Tinto's requirements.
- Employment and Training - To increase the rates of employment of Yinhawangka People at Pilbara operations to a level that is proportionate to the Aboriginal population of the Pilbara region.
- The primary contact for all Employment and Training related matters
- Awareness of Rio Tinto (and other proponent's) employment pathways
- Communicate education and training opportunities throughout the community to increase awareness
- Land Access - For Rio Tinto and Yinhawangka to work together to create and implement a process for improving Traditional Owner access to Rio Tinto managed mine sites
- Ensure Land Access Protocol (LAP) is regularly reviewed and updated with Advisors

- LAP distributed to members to ensure awareness
- Business Development and Contracting - For Rio Tinto and its entities expenditure on Pilbara Aboriginal Business to reach a level that is proportionate to the Aboriginal population of the Pilbara Region
- The primary contact for all Business Development and Contracting related matters
- Awareness of Rio Tinto's Business Development programs and main contacts

### Key Selection Criteria

- Experience liaising with various stakeholders to facilitate and ensure best outcomes for Yinhawangka People and Country
- Willingness and availability to travel in the Pilbara primarily to remote communities
- Previous experience in social work and/or community development highly desirable
- Deep knowledge and experience of Aboriginal culture across the Pilbara – highly desirable
- Previous experience in developing and implementing policies, procedures and communication of these to internal and external stakeholders and forums
- Experience working with and knowledge of the resource industry – highly desirable
- Willingness to participate in professional development – highly desirable
- Highly organised with strong time management and communications skills to manage competing and/or changing priorities
- Systems savvy and comfortable with technology, particularly experienced with MS office (intermediate to advanced), while able to adapt and be flexible with the changing needs of the organisation;
- Drivers License - C Class. Experience driving in remote areas required
- Excellent interpersonal skills, resilience, empathy and a strong ability to communicate tactfully and courteously.

### The amazing rewards you'll receive!

This is an extremely rewarding opportunity to help shape positive outcomes for Aboriginal and Torres Strait Islander people and make a genuine difference to the Pilbara region both now and into the future. You will have fantastic opportunities to develop both professionally and personally in the role while you make lasting relationships with stakeholders at all levels and witness change firsthand.

In return for your dedication and leadership, you will be rewarded with an attractive salary and a further range of great benefits including:

- Remote area allowance
- Housing and subsidized utilities
- 5 weeks annual leave
- Salary sacrificing option
- Annual air fare
- Health and Wellbeing Incentive
- Access to a work vehicle

As part of an empowered Corporation, you will experience great job security and the collective support of the Yinhawangka People through close collaboration with the Yinhawangka Aboriginal Corporation Board, regional community organisations, and individual members, as you play a key part in an innovative reform agenda intended to create lasting positive change.

### To Apply

Please email Robyn Frahn at [recruitment@yinhawangka.com.au](mailto:recruitment@yinhawangka.com.au) attaching a Cover Letter addressing the Key Selection Criteria and a Resume.

**Applications Close Friday 9<sup>th</sup> June 2023 unless position is filled prior to.**

