

Position Description

Role:	<i>Your Community, Country & Council (YCCC) Lead</i>
Employment type:	Full time 12 month contract (negotiable – the VLGA may consider offering this role on a part time or job share basis)
Salary:	\$85,000 per annum (pro rata) plus SGC superannuation (currently 10%)
Work location:	Office premises in Melbourne CBD. (Remote working arrangements are currently in place.)
Specific requirements of role:	The successful candidate will need to demonstrate strong connections and links to First Nations communities and relevant organisations.

The Victorian Local Governance Association (VLGA) acknowledges the Traditional Owners of Country throughout Victoria and recognises their continuing connection to land, waters and community. We pay our respects to the Traditional Owners, their elders past, present and future, and to their cultures.

About Us

The VLGA is an independent governance organisation supporting councils and councillors. We provide opportunities for councillor networking, professional development and information exchange and we actively engage with key policymakers and broader stakeholders to inform, influence and lead the conversations that determine the priorities for the local government sector in Victoria and support good governance at the local level.

The work of the VLGA is driven by our [Strategic Plan](#) and our [Value Proposition](#).

Our overriding value is to strengthen and support good governance in local government that will enable, promote and facilitate trust and confidence in the sector.

Recruitment process

- Applications open on 8 November 2021.
- Applications close on 29 November 2021, however early applications are highly encouraged.
- Candidates will be advised of the success of their application by 6 December 2021.
- The VLGA will be interviewing candidates as applications are received, due to the timeline of the project's commencement.
- Should a suitable candidate be found before the close of applications, the VLGA may close the application process early.

Candidates wishing to apply for the role should provide a CV which outlines relevant experience and a cover letter that addresses the key selection criteria (below) to vlga@vlga.org.au.

Please contact Deborah Wu (Inclusion & Diversity Lead) on 0433 046 101 or at deborah@vlga.org.au with any questions regarding the role.

The Role

This newly-created role is designed to assist the VLGA in supporting the local government sector to advance reconciliation with First Nations people in Victoria. The role's primary focus is:

1. the design and implementation of the '*Your Community, Country & Council*' project, funded by the state government; and
2. leadership over a range of initiatives associated with the participation of First Nations people in local government decision-making and employment.

Your Community, Country & Council project

The 'Your Community, Country & Council' (YCCC) project is intended to be designed with and for First Nations people in Victoria, to encourage and support their involvement in local government.

Following on from the historic election of the First People's Assembly of Victoria, the project aims to continue that momentum to support First Nations people to participate in local government as candidates and councillors on Victorian councils. More information can be found [here](#).

The VLGA has received funding from the Victorian government for a 12-month project (2021/22).

Local Government Initiatives

The VLGA hopes to be in a position to support the work of councils in this space, with initiatives that may include (but are not limited to):

- Nurturing meaningful engagement with Traditional Owners on issues of mutual significance,
- Celebrating initiatives that advance Reconciliation (such as the HART Awards) and support the participation of First Peoples in local government decision-making and employment,
- Assisting councils in enabling their community groups to meet cultural safety requirements emerging from the updated Child Safety Standards; and
- Supporting the interaction of Victorian councils with the First Peoples' Assembly of Victoria, Treaty development and Yoo-rook Truth and Justice Commission processes

The VLGA is currently in the *Reflect* stage of its Reconciliation Action Plan journey with Reconciliation Australia. It is envisaged that this role will support the VLGA's progression and provide strategic direction for the VLGA's priority actions to advance reconciliation. Victorian local governments have an important role to play in supporting the process of Treaty and truth-telling, and walking with Traditional Owners in advancing reconciliation.

The successful candidate will be required to:

- Take a self-determination approach, including deep listening and meaningful consultation to evaluate the shortcomings and successes of projects (what was done well; what can be improved on).
- Use this approach in developing the plan for new projects (for example, to consider what the barriers are in the participation of First Nations people in local government decision-making and employment (what can be addressed, and how))
- Develop and maintain meaningful and productive working relationships with Elders, relevant stakeholder and community groups (including but not limited to: Aboriginal-controlled organisations, Local Aboriginal Networks, Traditional Owner groups and Registered Aboriginal Parties), council liaison officers, and Victorian councillors.
- Develop and deliver content that supports the participation of First Nations Victorians in local government, through employment or candidacy (drawing from existing VLGA/sector resources)

Supports for the role:

- The successful candidate will be supported by the Inclusion & Diversity Lead on a day-to-day basis with ultimate reporting lines to the Chief of Staff.
- The VLGA team is a small that works across many (often overlapping) areas of local government. Each team member has their own strengths, weaknesses and areas of expertise, and we draw on each other for success. The successful candidate is encouraged to seek input and support from their colleagues and provide the same for others.
- A First Nations-identified Steering Committee will provide close consultation and support for the YCCC Project.
- The successful candidate is expected to bring demonstrated connections to the role but will be supported through the VLGA's existing relationships with relevant organisations and stakeholders.

Key selection criteria (please address each of these criteria in your cover letter, or be prepared to outline these in an initial telephone interview):

1. Demonstrated connections to First Nations communities and organisations.
2. Passion for increasing the representation of First Nations people in decision-making roles and increasing the engagement of First Nations people in local government
3. Keen understanding of principles of reconciliation and how they may be applied at an organisation and sector-wide (in this case, local government) context
4. Project management experience – ability to see a project from scoping through to implementation

It is essential that this role enables self-determination, meets community priorities and adequately addresses barriers to participation. Demonstrated connections and relationships with First Nations communities and organisations are a prerequisite of this position.