

# Aboriginal Careers Identified Positions - Managers

## Identified Positions - Managers

### What is an Identified Position?

Identified Positions are positions where Aboriginality is a genuine occupational qualification.

A successful candidate will have Aboriginal cultural knowledge and experience for developing and/or delivering services and programs which have an impact on Aboriginal people and Aboriginal communities.

The candidate will bring to the position:

- Knowledge of Aboriginal culture and communication protocols
- Awareness and understanding of the sensitivities of Aboriginal culture and current issues affecting Aboriginal communities
- The ability to develop, implement and administer policies, services and programs which have an impact on Aboriginal people
- The ability to deliver services and programs to support Aboriginal and non-Aboriginal employees through an ongoing transfer of Aboriginal cultural knowledge skills and practice.

### Recruitment to an Identified Position

HealthShare NSW and eHealth NSW requires that an applicant for Identified Positions to be of Aboriginal heritage by parentage.

The job advertisement should clearly indicate if a position is identified for Aboriginal people and should detail what knowledge, understanding and experience of Aboriginal culture is required within the role.

For Identified Positions the advertisement should include as a footnote:

*“This is an identified Aboriginal Position. Applicants must be of Aboriginal descent. Exemption is claimed under Section 14d of the [Anti-Discrimination Act 1977](#). Aboriginal applicants must demonstrate Aboriginality in addition to addressing the Selection Criteria”.*

### Confirmation of Aboriginality for an Identified Position

HealthShare NSW and eHealth NSW requires documentation to confirm a candidates Aboriginality status for recruitment to an Identified Position.

Candidates should also refer to HealthShare NSW's fact sheet *Confirming Aboriginality*, which provides more details on the documents required and how to obtain them.

During the assessment of applications and the interview process before recommending appointment, the recruitment panel should be confident that the applicant has demonstrated their Aboriginality by providing Confirmation of Aboriginality evidence. The panel should also be confident that the person satisfies the selection criteria for the position.

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## Current legislation

- [Aboriginal Land Rights Act 1983 \(NSW\)](#)
- [Anti-Discrimination Act 1977 \(NSW\)](#).

## Further information

Aboriginal Workforce Consultant  
Phone: 1800 004 546

**Stepping Up:** <http://www.steppingup.health.nsw.gov.au>

Good health, great jobs: Stepping Up is an online resource tool for job seekers and managers.

Within NSW Health the term Aboriginal is used in preference to Aboriginal and Torres Strait Islander in recognition that Aboriginal people are the original inhabitants of NSW. For the purpose of this factsheet, the term Aboriginal refers to both Aboriginal and Torres Strait Islander people.