



<b>Position Title:</b>	Indigenous Rights Lead
<b>Reporting to:</b>	Impact Manager
<b>Team/Department:</b>	Indigenous Rights
<b>Location:</b>	Based in any Action Centre. The role may involve international/ interstate/regional travel as required.
<b>Hours:</b>	75 hours per fortnight
<b>Grade:</b>	Level 9
<b>Effective Date:</b>	18 March 2019
<b>Position Overview:</b>	<p>The Indigenous Rights Lead is the head of the team delivering Amnesty International Australia's (AI Australia's) campaigning on Indigenous rights, working in partnership with Aboriginal and Torres Strait Islander organisations and communities.</p> <p>The role ensures AI Australia has issue expertise and strategic advice on Indigenous issues to form the basis of innovative and impactful campaign strategies and tactics including campaign strategy and evaluation.</p> <p>Working with staff and supporters, the Indigenous Rights Lead creates and implements campaigns to inform, motivate and mobilise AI Australia's supporters for positive change on Indigenous rights issues.</p> <p>The role contributes to organisational decision making and operational planning particularly with respect to cultural competency and indigenous issues.</p>
<b>Main Responsibilities:</b>	<ul style="list-style-type: none"><li>• Develop, execute, report on and evaluate inspiring campaign strategies to improve Indigenous rights outcomes across Australia.</li><li>• Lead and manage Indigenous Rights Team members to develop, execute, report on and evaluate inspiring campaign strategies to influence decision makers</li><li>• Oversee and advise AI Australia on relationships with Indigenous communities, organisations and individuals to enable active participation of Aboriginal and Torres Strait Islander people in the design, delivery and evaluation of AI Australia's campaigns</li><li>• Provide authoritative and strategic advice and participate in decision making regarding Indigenous rights issues including liaison with other NGOs where appropriate, colleagues at the International Secretariat and in other national sections</li><li>• Liaise and coordinate with managers, other AI Australia teams and staff at the International Secretariat and other relevant sections as required</li><li>• Manage Indigenous Rights team members including providing direction, feedback, coaching and supporting development on an informal and formal basis</li></ul>



- Represent AI Australia to diverse audiences including public forums, media, governments, and others as appropriate
- Strengthen AI Australia internal capacity and knowledge of Indigenous rights issues
- Producing and delivering communications as relevant to the role, using a range of channels and technologies
- Performing the role to a high standard within agreed timelines, and in line with Amnesty International Australia's (AI Australia's) vision
- Other tasks within your skills and competence as required

**Essential Qualifications, Skills and Experience:**

- It is a genuine occupational requirement of this role to identify as an Aboriginal or Torres Strait Islander person
- High level communication, interpersonal skills and emotional intelligence including a demonstrated ability to communicate appropriately and effectively, an ability to work in a highly collaborative internal and external environment
- Highly developed analytical skills including the ability to identify emerging issues in public policy debate, and understand their impact on human rights
- Extensive experience in a leadership role addressing Indigenous social justice campaigning, community development, policy, service delivery or governance areas
- Excellent knowledge of international human rights instruments and a human rights-based approach to social justice
- Demonstrated experience in and knowledge of Indigenous rights and of relevant Australian federal and state legislation, policies and current issues
- Demonstrated experience in or commitment to working with affected communities including experience in community life of Aboriginal or Torres Strait Islanders and knowledge of Indigenous Australian cultural traditions, histories and protocols, and the diversity of their circumstances
- Strong experience in leading and managing a diverse and geographically dispersed team of staff and volunteers
- Demonstrated public presentation skills and ability to represent the organisation and an Aboriginal or Torres Strait Islander viewpoint in public contexts, including media and with government
- Experience of managing substantial projects including developing project proposals and budgets, establishing appropriate procedures, setting quality standards, setting timelines and instituting a monitoring and evaluation system
- Strong work ethic: energy, enthusiasm, flexibility and a proven ability to organise own work, work under pressure and meet deadlines
- Tertiary qualification in law, public policy, or related fields, and/or equivalent experience.

**Desirable Qualifications, Skills and Experience:**

- Familiarity with human rights issues and social change methods and tactics, including experience of mass mobilisation, activism and organising techniques

**Key Relationships**

- Impact Manager (direct supervisor)
- Indigenous Rights Team
- Colleagues in the wider Impact team
- Indigenous communities, organisations and leaders
- Political and other decision-makers



**How we work:**

In meeting the responsibilities set out in this Position Description, all AI Australia staff are expected to:

- Facilitate, empower and enable the active participation of rights holders
- Be a positive advocate for Amnesty and our work, demonstrating our values of Empowerment, Integrity, Persistence and Courage
- Demonstrate emotional intelligence and a commitment to excellence in your interactions with colleagues, supporters, stakeholders and members of the public
- Always act in the interest of members and supporters
- Work with and empower volunteers, activists and members
- Support the general on-site functioning of the Action Centres
- Implement the principles of Equal Employment Opportunity and actively contribute to growing a more diverse and inclusive Amnesty
- Understand your Work Health and Safety (WHS) responsibilities and ensure the health, safety and wellbeing of yourself and others at work
- Contribute to the quality and hygiene of organisational data and protect privacy
- Produce and deliver communications that are relevant to the role, using a variety of communications channels and technologies
- Develop understanding of human rights issues and social change methods and tactics, including experience of mass mobilisation, activism, organising, fundraising and campaigning techniques

**About Amnesty International Australia**

We are an independent, global movement that campaigns courageously for human rights for everyone.

We're ordinary people from all walks of life, using our passion and commitment to bring torturers to justice, change oppressive laws and free people imprisoned just for voicing their opinion.

We're independent of any government, political ideology, economic interest or religion to ensure we can speak out on human rights abuses wherever they occur.

We stand for equality, justice, freedom, and human dignity and uphold these values:

- **Empowerment** – we build people power
- **Persistence** – we are resolute in pursuit of our goals
- **Integrity** – we hold ourselves to the highest standards
- **Courage** – we are fearless in upholding human rights

Every day we move closer to a world where human rights are enjoyed by all.

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**Acceptance**

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

