

Targeted and Identified *Indigenous* Roles

Preface: When referring to the term *Indigenous* in this document, it will represent the Aboriginal and Torres Strait Islander People of Australia.

Targeted

As part of the University's commitment to increasing Indigenous employment within its workforce, this role is a targeted Aboriginal and Torres Strait Islander position. The University holds an exemption under Section 126 of the Anti-Discrimination Act 1977 (NSW) in relation to its targeted recruiting programs. Indigenous applicants must demonstrate their heritage in addition to addressing the selection criteria. In the event that there are no suitable Indigenous applicants, then applications from non-Indigenous applicants will be considered.

'Targeted' roles are specifically aimed for Indigenous candidates, however, *Aboriginality* is not a genuine occupational qualification criteria for the specific role.

A "Confirmation of Aboriginality or Torres Strait Islander" certificate, is required at time of application.

Identified

'Identified' roles are ONLY for Aboriginal and Torres Strait Islander people. *Aboriginality* is a genuine occupational qualification criteria for the specific role.

An applicant's *Aboriginality* is measured against three (3) benchmarks:

- The applicant is of Aboriginal and/or Torres Strait Islander descent;
- The applicant identifies as an Aboriginal and/or Torres Strait Islander;
AND
- The applicant is accepted as Aboriginal and/or Torres Strait Islander within their Community;

A "Confirmation of Aboriginality or Torres Strait Islander" certificate, is required at time of application.

For further information please contact the University's Indigenous Employment Coordinator on extension x54931.