

# Aboriginal Employment

## in NSW Department of Primary Industries

### **NSW Department of Primary Industries (NSW DPI) Aboriginal Employment Strategy**

*Promoting Equity, Diversity & Opportunity – part of our business*

This strategy seeks to increase the employment of Aboriginal people within NSW DPI, and provide training and support for Aboriginal employees to enhance their capacity to contribute effectively to departmental programs and outcomes.

The strategy seeks to:

1. increase the representation of Aboriginal people to 2% or more of the NSW DPI workforce by 31 December 2008
2. increase career opportunities for Aboriginal people in NSW DPI
3. increase Aboriginal representation in departmental decision-making processes
4. implement a support network for NSW DPI Aboriginal employees
5. ensure there is strong commitment throughout NSW DPI to implement the strategy.

### **Aboriginal Staff Network**

All Aboriginal employees in NSW DPI are encouraged to be part of the Aboriginal staff network, formed to support Aboriginal employees and facilitate discussion of issues and ideas related to agency policy and practice.

Being part of the network also gives you the opportunity to contribute to the implementation of NSW DPI employment strategy and share your ideas on actions and the best ways to achieve desired outcomes.

### **Aboriginal Employment in NSW Department of Primary Industries**

At NSW DPI we appreciate that Aboriginal people have a unique relationship with the land and its natural resources, and that our department carries the responsibility to manage these resources sustainably.

We value the particular contributions Aboriginal people can bring to the development of policy and practices for primary industries. We therefore intend to increase employment opportunities for Aboriginal people, thereby bringing in knowledge and skills that will improve our capacity to manage access to natural resources in a sustainable manner.

### **Applying for a job with NSW DPI**

All vacant positions within NSW DPI, and the public sector in general, can only be filled in response to a specific advertisement. Such advertisements are placed in the Saturday edition of the following newspapers:

- *The Sydney Morning Herald*
- *The Daily Telegraph*
- the regional press.

These advertisements can also be accessed and applied for online, at <https://jobs.nsw.gov.au>.

For vacant positions that are identified for Aboriginal employment, NSW DPI will also target recruitment through media accessed by Aboriginal people, such as the *Koori Mail*, the *National Indigenous Times* and Aboriginal community radio.

When responding to an advertised position, you should ensure that your application addresses the selection criteria stated in the advertisement. If the selection criteria are not fully addressed, the selection committee is not likely to grant you an interview.

You should also contact the inquiry officer named in the advertisement. This person will be able to answer specific questions you may have concerning the position, and should forward additional information to you, such as a position description and an organisational chart.

For further information on NSW DPI please refer to our website, at [www.dpi.nsw.gov.au](http://www.dpi.nsw.gov.au).

## **Diversity of Career Paths in NSW DPI**

NSW DPI offers a diversity of careers, with 3600 staff working in laboratories, mines, offices and forests, on the land, on the sea and rivers, and with all kinds of primary producers and their industries throughout the state. The department operates from over 130 offices in metropolitan and regional centres, small country towns and remote locations, offering staff the opportunity to enjoy country living while making an important contribution to vital state industries.

Staff can use the department's promotion and progression processes to advance through their chosen path in professional, technical, advisory, educational, research, regulatory and administrative areas.

For further information on  
Aboriginal employment in  
NSW DPI

*contact*

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NSW DEPARTMENT OF  
PRIMARY INDUSTRIES