

Employee initials: \_\_\_\_\_



## Position Description

### Renewable Energy Cultural Heritage Lead

Directorate	Energy & Climate
Reports to	Energy & Climate Projects Manager
Location	Bogambilor (Horsham Office) with flexible working arrangements in our Melbourne office and from home
Classification	Maximum Term Full-Time (2 Years)
Hours	38 hours per week (1.0 FTE)
Remuneration	Competitive salary based on experience, plus Not-For-Profit Fringe Benefits Incentives
Date position description approved	31.07.24

### Organisation overview

The Barengi Gadjin Land Council Aboriginal Corporation (BGLC) represents Traditional Owners from the Wotjobaluk, Jaadwa, Jadawadjali, Wergaia and Jupagulk Nations (WJJWJ Peoples), who were recognised in a 2005 Native Title Consent Determination, the first in south-eastern Australia.

We are the Prescribed Body Corporate for the WJJWJ Peoples claim area, as outlined in the Commonwealth *Native Title Act 1993* (NTA 1993), giving us legal authority and obligations to work on behalf of the WJJWJ Traditional Owners.

BGLC is also a Registered Aboriginal Party, as appointed by the Victorian Aboriginal Heritage Council, under the Victorian *Aboriginal Heritage Act 2006* (AHA 2006).

In October 2022 BGLC, on behalf of the WJJWJ Peoples, entered into four Funding, Land and Natural Resource Agreements with the State of Victoria as part of an Expanded Settlement Package, recognising and giving effect to their Traditional Owner rights under the Victorian *Traditional Owner Settlement Act 2010* (TOSA 2010).



Employee initials: \_\_\_\_\_

BGLC is therefore recognised both federally and by the State of Victoria as the only authorised body in the region with the legal and cultural authority to speak, and make decisions, on behalf of the WJJWJ Peoples to protect, manage and promote their cultural landscapes, values and heritage.

## Caring for Country

We are part of our Country, and our Country is part of us. Bunjil the creator, made the land, waterholes, animals and plants and gave Wotjobaluk Peoples the responsibility to look after Country and culture and keep it healthy and strong. Country heals us to our dreaming stories, to our ancestors and spirits.

## Position summary

The Renewable Energy Cultural Heritage Lead will be responsible for ensuring that the Cultural Landscapes of renewable energy project sites are protected as part of BGLC's rights and responsibilities under the Victorian *Aboriginal Heritage Act 2006* (AHA 2006). Reporting to the Energy & Climate Projects Manager, and working closely with the Cultural Heritage unit, they will achieve this with their strategic, proactive and considerate approach, significant experience and understanding of Aboriginal Cultural Heritage management and protection, commitment to socially just implementation of energy and climate strategies, and stakeholder management skills which will enable them to engage constructively with BGLC's partners throughout the region.

## Area & Performance Responsibilities

### Cultural Heritage Impact

- Develop and implement approaches for proactively assessing and recording features of the cultural landscape (such as pilot Cultural Values Assessments), to be protected during the development of infrastructure projects on Country, ensuring:
  - Approaches are robust and not in breach of BGLC's statutory responsibilities under the Aboriginal Heritage Act 2006 and Aboriginal Heritage Regulations 2018
  - Respectful engagement with WJJWJ community and knowledge holders
  - Knowledge is identified, recorded and stored in compliance with data sovereignty principles
  - Collaboration, consistency and compliance obligations are upheld across renewables projects by working closely with BGLC's Cultural Heritage unit
  - Budgets remain within scope
  - External timelines are respected and risks to timelines are communicated as early as possible



Employee initials: \_\_\_\_\_

- Relationships with internal and external parties are managed appropriately

## Engagement

- Proactively engage with BGLC community partners to advocate the priority of Cultural Landscapes and ensure these are considered in the undertaking of relevant projects;
- Develop collaborative relationships with deserving large-scale renewable energy projects to inform and deliver progress in the shared interest of developers and Traditional Owners;
- Where appropriate and in coordination with the Cultural Heritage Manager and Cultural Heritage Technical Specialist:
  - Provide guidance and information on cultural heritage management to BGLC partners undertaking works; and,
  - Facilitate understanding of, and appreciation for, WJJWJ Peoples cultural landscapes, values and heritage among these partners.
- Attend meetings, conferences and events pertaining to cultural heritage management in large scale projects, and provide appropriate input and perspective from BGLC.

## Policy

- Lead the development of BGLC's approach to and implementing BGLC's input to the Strategic Land Use Assessment.

## Other duties

- As directed and agreed for the specific activity or project.

## Delegation

- As per the Delegation of Authority.

## Key selection criteria

1. Commitment to the self-determination of the WJJWJ Peoples, and experience or interest in working with First Nations people and organisations to advance self-determination.
2. Sound understanding of and experience with the management and protection of Aboriginal Cultural Heritage, cultural landscape approaches, and the application of the *Aboriginal Heritage Act 2006* (Vic), and the *Aboriginal Heritage Regulations 2018* in Victoria.



Employee initials: \_\_\_\_\_

3. Ability to self-direct and independently make sound decisions regarding the prioritisation of tasks, focusing on setting proactive objectives.
4. Ability to manage relationships effectively, including with external parties, as well as WJJWJ members and community; and experience interacting constructively with State entities, Traditional Owner Corporations and Traditional Owner communities.
5. Relevant qualification and/or at least 5 years' experience in implementation of various forms of Aboriginal Cultural Heritage management and protection, and willingness and initiative to advocate proactively.

## Occupational health and safety responsibilities

- In the context of OHS policies, procedures, training, and instruction, as detailed in the *Occupational Health and Safety Act 2004*, employees are responsible for ensuring they:
- Follow reasonable instructions;
- Cooperate with the employer and report safety breaches, participate in investigations, and implement corrective actions according to applicable procedures and policies; and
- At all times, take reasonable care for their own safety and the safety of others in the workplace.

## Conditions of Employment

- Status, or commitment to attaining status, as a registered Heritage Advisor under the AHA 2006;
- Reasonable computer literacy and experience in the use of digital resources, primarily Microsoft Office Suite and GIS tools;
- Reasonable physical fitness to undertake site inspections and associated manual labour;
- Accurate and comprehensive reporting skills, including the provision of data and creation of written reports;
- Flexibility and agility to be comfortable in changing environments and identify opportunities as they arise;
- Willingness to travel throughout the region as necessary, as well as work weekends from time to time;
- Must have a full Victorian Drivers Licence (or be willing to obtain immediately using Employment Assistance program); and
- Ability to obtain positive National Police and Working with Children checks.



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## Supporting Documentation

Renewable Energy Roadmap [Click here](#)

'Growing What is Good' Country Plan [Click here](#)

**Wotjobaluk Nations Traditional Owners, Aboriginal and Torres Strait Islander people are encouraged to apply. Those seeking support with their application can speak to BGLC Human Resources or Executive Team members**

**Please address selection criteria & resume to**

**Benjamin Trimble  
Barengi Gadjin Land Council  
PO Box 1255  
Horsham VIC 3400**

**email: [recruitment@bglc.com.au](mailto:recruitment@bglc.com.au)  
phone: 03 5381 0977**

