



## Role description

### Treaty Commissioner

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#### Primary purpose

The NSW Government is committed to a 12-month consultation process with Aboriginal communities on their aspirations for a Treaty framework or other formal agreement making process, to be led by three dedicated Commissioners.

Candidates are sought to serve as independent Treaty Commissioners. The Commissioners will be responsible for co-designing an approach to consultation, then undertaking consultation to determine whether NSW Aboriginal communities want a Treaty framework or agreement-making process and if so, what that process should look like.

Commissioners will be appointed for a two-year fixed term, and will provide reports directly to the Minister for Aboriginal Affairs and Treaty and supported by a discrete secretariat based in Aboriginal Affairs NSW.

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#### Key accountabilities

- Working with the NSW Government to jointly determine an approach to consultation with NSW Aboriginal people and communities on their desire for a Treaty framework or other formal agreement making process.
- Undertaking consultation with NSW Aboriginal people and communities to understand views on:
  - support for a Treaty framework, or other form of formal agreement making process, in NSW
  - what a future Treaty process should look like
  - key issues for inclusion in a Treaty framework
  - the role of truth-telling in relation to the pursuit of a Treaty framework
  - models for pathways to Treaty or formal agreement making
  - what outcomes are possible
  - a suitable framework to further Treaty processes
- Reporting, including, but not limited to:
  - regular updates to the Minister
  - community-facing reports and/or discussion papers, to support engagement,
  - a mid-point update report to the Minister (as required)

- a final report to the Minister on the outcomes of consultations and key recommendations on whether a Treaty process is desired, and if so, next steps for a Treaty process.
  - Negotiating resources to perform duties (including staff and budget) with the Premier's Department (Aboriginal Affairs NSW).
  - Working with Aboriginal Affairs NSW to establish internal protocols and procedures, including reporting systems, to ensure information is communicated to government and community around the consultation process.
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## Key challenges

- Navigating a crowded policy, reform and consultation space at the state and national level.
  - Establishing and maintaining strong relationships and credibility with diverse NSW Aboriginal communities and their advocates, as well as with public sector agencies and Ministers, to support the Treaty consultation process.
  - Managing and resolving conflict and applying trauma informed approaches to consultation and facilitation.
  - Managing expectations in Aboriginal communities and within NSW Government.
  - Promoting cultural safety and an ethical approach throughout the consultation process.
  - Ensuring a full range of views and voices are captured through the Consultation process.
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## Key relationships

### Internal

- Treaty Commissioners: exchange information and collaborate to develop and deliver an effective community consultation process.
- Aboriginal Affairs NSW staff: develop and maintain effective working relationships with all staff supporting the work of the Treaty Commissioners.
- Minister for Aboriginal Affairs and Treaty: provide timely, expert advice and updates on the Treaty consultation process.
- Premier and other members of Cabinet: timely advice on issues arising in consultations and future pathways toward treaty (depending on outcome of consultations).

### External

- Stakeholders including Aboriginal people, leaders and communities, peak bodies and Aboriginal entities: maintain communication channels; undertake formal consultation processes through multiple channels.

## Role dimensions

- The Treaty Commissioners will lead consultation with Aboriginal communities across NSW on the desire for a possible Treaty process.
  - The Treaty Commissioners will report to the Minister for Aboriginal Affairs and Treaty.
  - Aboriginal Affairs NSW is responsible for supporting the Treaty Commissioners to undertake this role and to provide assistance at the request of the Commissioner and as directed by the Deputy Secretary Aboriginal Affairs.
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## Essential requirements

The requirement for Commissioners to be an Aboriginal person is considered a genuine occupational qualification under section 14 of the *Anti-Discrimination Act 1977 (NSW)*.

- Proven/Strong connections and partnerships and a track record of highly advanced relationship building skills with NSW Aboriginal peoples, communities and peak bodies, and
  - Strongly demonstrated capacity to act with integrity at a highly advanced level, modelling the highest standards of ethical and professional behaviours and creating culturally safe spaces.
  - Highly advanced interpersonal skills, and ability to communicate orally and in writing with authority, including translating complex concepts and principles for a general public audience and specifically across the cultural diversity of first nations communities in NSW.
  - Substantial experience and demonstrated expertise in leading and managing contentious and sensitive community consultations, including effectively resolving complex disputes and conflicts.
  - Proven capacity to negotiate complex multi-party agreements with Aboriginal parties, including demonstrated knowledge of Indigenous nation building and governance.
  - Demonstrated capacity to solve problems through critical analysis and research, including innovate solutions to address needs and understanding of policy and program evaluation.
  - Demonstrated capacity to work collaboratively with diverse stakeholders and other leaders to achieve successful outcomes.
  - Capacity to efficiently work with a public sector agency to apply limited resources to achieve outcomes.
  - Capacity to operate effectively in the media if required, including experience in public messaging and being able to communicate to a broad audience.
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## Desirable requirements

- Legal skills and experience
- Experience in media engagement

- Experience in public administration and/or policy
  - Skills and experience in Trauma Informed facilitation
  - Prior experience with and/or exposure to a community healing process
  - A current Driver's licence
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## Remuneration

- Equivalent to PSSE Band 2
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## Regulatory requirements

- Other regulatory requirements/criminal checks as necessary.