ASO6 Strategy and Cultural Capability Officer
First Nations Unit
Inclusion and First Nations Branch

ORGANISATIONAL OVERVIEW

South Australia Police (SAPOL) provides a diverse range of services to the community. These services are aimed at producing a safe and peaceful environment by the minimisation of crime and disorder. It is a large complex organisation which, because of the nature of its operations, is constantly subject to public scrutiny and accountability. It provides services to a range of different locations (over 100) spread across the State on a 24-hour a day basis.

SAPOL's vision is to provide 'Safer Communities'. All SAPOL employees are guided by Our Values of Service, Integrity, Courage, Leadership, Collaboration and Respect. SAPOL is an organisation with a proud history and an exciting vision for the future.

POSITION OVERVIEW

Summary
SAPOL's People, Culture and Wellbeing Service provides a holistic approach to the future development of our people and the organisation. Through strategic leadership and direction, People, Culture and Wellbeing will ensure our employees are skilled and supported to deliver a more efficient and effective service to the community. This will be achieved by increasing support to the frontline, ensuring the right people are in the right roles, developing talent pools and pipelines, delivering programs and strategies to foster highly effective leaders as well as providing collaborative business partnerships. Recognising that the capability of our workforce is dependent on the physical and mental health of all its members, People Culture and Wellbeing will deliver programs which provide an all-inclusive approach and promote every aspect of health and wellbeing.

The Inclusion and First Nations Branch (IFNB) is responsible for advancing equity, diversity, inclusion and First Nations outcomes across SAPOL, while promoting respectful, culturally safe and harmonious workplace relationships and respectful and inclusive service delivery. The Branch provides strategic leadership, advice and support on all aspects of diversity and inclusion and leads First Nations workplace and community engagement initiatives to foster an inclusive and respectful organisation. The IFNB employs a number of strategies to

strengthen SAPOL's relationships with community including stakeholder engagement, the development and implementation of inclusive workplace policy, processes and training; the provision of management/ leadership to the whole of SAPOL in the direction and oversight of complaint receipt, assessment and managing; and highly effective and accountable service provision in the conduct of complete and/or critical investigations.

The First Nations Unit provides strategic leadership, advice and coordination to strengthen SAPOL's relationships with First Nations peoples, communities and organisations. The Unit leads and supports the implementation of SAPOL's Reconciliation and Closing the Gap commitments and First Nations Strategy, while contributing to broader organisational reform and cultural capability initiatives. Through policy development, stakeholder engagement, partnership building, workforce initiatives and strategic advice, the Unit works across SAPOL and with government, community-controlled organisations and community stakeholders to improve outcomes for First Nations peoples and support SAPOL's vision of safer communities.

The Strategy and Cultural Capability Officer contributes to SAPOL's organisational reform agenda through the delivery of initiatives relating to reconciliation, Closing the Gap, culturally safe workplaces, First Nations workforce outcomes, partnership development and organisational capability. Working collaboratively across SAPOL and with Aboriginal Community Controlled Organisations (ACCOs), government agencies and First Nations communities, the position supports evidence-based policy development, stakeholder engagement and strategic projects that strengthen outcomes for First Nations peoples and communities.

Special Conditions

Work Status	The incumbent must hold a current Australian work eligibility status and will be subject to a criminal history check. The incumbent may be assigned to other duties at this remuneration level or equivalent.
Location	Port Road, Hindmarsh SA 5007
Qualifications	N/A.
Out of Hours Work	Some out of hours work may be required.
Travel	Some intrastate and interstate travel may be required.
Performance Management	The incumbent is required to participate in SAPOL's iEngage program.

Reporting / Working Relationships
The Strategy and Cultural Capability Officer is accountable to the Manager, First Nations Unit and works closely with the First Nations Policy and Engagement Officer, SAPOL's RAP Working Group, the Inclusion and First Nations Branch and the Organisational Development Branch. The role engages with senior management and key stakeholders across SAPOL, relevant government agencies, and Aboriginal and Tores Strait Islander community groups to support the development and delivery of First Nations strategic initiatives.

KEY OUTCOMES

- Coordinate and contribute to the planning, development, implementation and evaluation of SAPOL First Nations strategic initiatives, including the Reconciliation Action Plan (RAP), First Nations Strategy and Closing the Gap commitments.

- Provide specialist policy and project advice to support the development, implementation and continuous improvement of frameworks, policies, programs and initiatives, hat advance SAPOL First Nations outcomes, reconciliation commitments and organisational reform objectives, including identifying and responding to emerging trends, risks, opportunities and best-practice approaches.
- Develop and implement culturally responsive engagement and partnership approaches that strengthen collaboration with First Nations stakeholders, in accordance with Closing the Gap Priority Reform principles and reconciliation objectives.
- Build, maintain and influence strategic relationships and partnerships with internal and external stakeholders to support SAPOL's First Nations priorities, foster meaningful engagement and ensure First Nations perspectives inform organisational decision-making, policy development and service delivery.
- Coordinate and support the delivery of strategic projects and initiatives, including planning activities, monitoring progress, assessing risks and issues, developing mitigation strategies, and providing recommendations to support informed decision-making and achievement of project outcomes.
- Prepare and coordinate high-quality briefings, reports, submissions, correspondence, presentations and governance materials for senior executives, committees and external stakeholders, ensuring accuracy, quality, timeliness and alignment with organisational priorities.
- Monitor, evaluate and report on project, policy and strategic initiative outcomes, including identifying emerging issues, escalating risks and providing evidence-based recommendations to support continuous improvement and effective governance.
- Contribute to organisational cultural reform and workforce initiatives by promoting cultural safety, cultural capability and culturally responsive practices, supporting the embedding of First Nations perspectives across SAPOL's policies, programs, services and workplace practices.
- Contribute to initiatives that strengthen the attraction, recruitment, retention, development and career progression of First Nations employees, fostering a culturally safe, inclusive and high-performing workplace and supporting SAPOL's workforce diversity, reconciliation and Closing the Gap commitments.
- Contribute to a broad range of administrative tasks and initiatives that address the specific requirements of Inclusion and First Nations Branch.

QUALIFICATIONS / SKILLS / KNOWLEDGE / EXPERIENCE

Essential Minimum Requirements

- Demonstrated experience in establishing, developing and maintaining effective partnerships and networks with First Nations peoples, communities, Aboriginal Community Controlled Organisations and stakeholders, with the ability to engage in a culturally safe, respectful and responsive manner and foster genuine collaboration and shared outcomes.
- Demonstrated knowledge and experience in applying project management principles, methodologies and governance frameworks to plan, coordinate, implement and monitor complex projects and strategic initiatives.
- Proven ability to work under broad direction, exercise a high degree of initiative, judgement and accountability, and manage competing priorities while identifying solutions to complex issues in accordance with organisational policies, procedures and strategic objectives.
- Highly developed communication, consultation, negotiation and stakeholder engagement skills, including the ability to influence outcomes, build collaborative working

relationships, provide high-level advice, and prepare clear, concise and high-quality written reports, briefings and correspondence for diverse audiences.

- Demonstrated experience in business change, stakeholder consultation and organisational reform, including the ability to support the implementation of strategic initiatives and foster stakeholder commitment to change.
- Demonstrated ability to identify, assess and manage project risks, issues and dependencies, and develop practical mitigation strategies that support the achievement of project outcomes.
- Knowledge of financial and resource management principles and practices as they relate to project, program and portfolio delivery, preferably within a government or public sector environment.
- Demonstrated understanding of Closing the Gap Priority Reforms, reconciliation principles, culturally safe practice, and the issues, challenges and opportunities affecting First Nations peoples.
- Proven ability to apply cultural knowledge, contemporary best practice and a partnership-based approach when engaging with First Nations peoples, communities and organisations, and in the development and delivery of policies, programs and projects.

Desirable Characteristics

- Hold a tertiary qualification in Social Sciences, Business, Project Management or a related discipline.

CORPORATE RESPONSIBILITIES

- Maintain accurate and complete records in accordance with the *State Records Act 1997* and departmental policies, procedures and practice guidance.
- Act at all times in accordance with the Code of Ethics for the South Australian Public Sector and legislative requirements including (but not limited to) the *Public Sector Act 2009* and *Work Health and Safety Act 2012.*
- Actively contribute to SAPOL's commitment to being an inclusive workplace where everyone is safe, respected and supported to reach their potential by demonstrating inclusive behaviour and showing respect for diverse backgrounds, experiences and perspective.
- Demonstrate an understanding and commitment to **WH&S legislation**, principles and practices and risk assessment in accordance with the **WH&S Act (2012)**, regulations, approved codes of practice and AS/NZS ISO 31000:2018 Risk Management – Guidelines.