



Ngangk Yira Institute for Change

Candidate Information Pack





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At Murdoch University, we are aspiring to be the first choice for First Nations peoples.

As a commitment to this, we are intentional about using language that is inclusive and recognising of all Aboriginal and Torres Strait Islander cultures and peoples within Australia.

Therefore, please note that in this strategy, we have used the terms “First Nations”, and “Aboriginal and Torres Strait Islander” and “Indigenous” interchangeably.

Acknowledgement of Country

We acknowledge that Murdoch University is situated on the lands of the Whadjuk and Binjareb Noongar people. We pay our respects to their enduring and dynamic culture and the leadership of Noongar Elders past and present. The boodjar (country) on which Murdoch University is located has, for thousands of years, been a place of learning. We at Murdoch University are proud to continue this long tradition.



Message from the PVC

Professor Rhonda Marriott AM

Pro Vice Chancellor, Ngangk Yira Institute for Change

Thank you for your interest in joining Ngangk Yira Institute for Change at Murdoch University. We are excited to share this opportunity with you as part of a significant and growing recruitment drive that reflects our strong commitment to Aboriginal and Torres Strait Islander leadership, community-led change, and translational research.

Ngangk Yira was established to create real and lasting change for Aboriginal and Torres Strait Islander peoples through research, training, and engagement that is grounded in culture, community and lived experience. Our work is shaped by Aboriginal ways of knowing, being and doing, and by a deep belief that meaningful change happens when communities lead, voices are heard, and knowledge is respected.

At the heart of Ngangk Yira is a commitment to equity, self-determination and impact. We are focused on translating research into outcomes that matter – strengthening families, supporting children, improving health and wellbeing, and creating systems that work for our people in a sustainable way. Our teams work alongside Elders, communities, partners and policymakers to ensure our work is ethical, culturally strong, and genuinely responsive.

This recruitment drive represents an exciting moment of growth for the Institute. We are seeking people who are passionate about making a difference, who value collaboration and cultural integrity, and who want to contribute to work that extends well beyond the university into community, practice and policy. Whether your strengths lie in research, engagement, leadership, or professional support, your contribution at Ngangk Yira will be valued and encouraged.



At Murdoch University, and within Ngangk Yira, we are committed to providing culturally safe and supportive workplaces for all, where Aboriginal and Torres Strait Islander staff can thrive professionally, culturally and personally. We recognise the importance of community connection, cultural responsibilities and collective success, and we actively support these through our policies, practices and ways of working.

Our work is strengthened by a diverse team of Aboriginal and non-Aboriginal colleagues who collaborate respectfully and draw on each other's strengths; we strongly encourage Aboriginal people to apply, while welcoming applications from all candidates who meet the requirements of the role.

I encourage you to explore this information pack and learn more about who we are, what we stand for, and how you might be part of our journey. If you share our vision for positive change led by and for First Nations peoples, we would be honoured to hear from you.

The Ngangk Yira Institute for Change

Who we are

Ngangk Yira Institute for Change is a research and advocacy Institute at Murdoch University that is community-led, culturally grounded and impact-focused, with a clear commitment to improving life outcomes for Aboriginal and Torres Strait Islander peoples.

Ngangk Yira evolved from a research centre established in 2018 and was shaped by the principle of “doing it our way” – placing Aboriginal ways of knowing, being and doing at the centre of research, policy influence and systems change. The Institute’s name, Ngangk Yira, was gifted by Whadjuk Elder Aunty Marie Taylor and represents life-giving and hope, reflecting Ngangk Yira’s responsibility to community, culture and future generations.

Our Mission

Our Mission is to realise a shared and enduring commitment to:

- Transformational research that has the power to bring about change for Aboriginal families and communities.
- Collaborative research that is led by Aboriginal people and speaks to a shared commitment for sustainable change.
- Translational research with a narrative of outcomes that are meaningful, respectful and enhance Aboriginal people’s lives.

Artwork titled ‘Conception’ by artist Nellie Green



Our Values and the Ngangk Yira Way



**The Ngangk Yira Way – Systems Change Model:
Aboriginal Led, Strengths Based, Transformational**

Collaborative Sustainability

Building capacity of a strong Aboriginal research workforce and networks to collaborate together and with non-Aboriginal allies to strategically develop community, organisational and stakeholder partnerships which advocate and work with government decision/policy makers towards system change.

Upscaling Evidence

Translating successful research, pilots and programs to ensure accessibility and availability in a greater number of settings/services to the benefit of Aboriginal people across Australia.

Data Sovereignty and Governance

Exercising Indigenous Data Sovereignty (IDS) principles when establishing individual project cultural protocols including maintenance of Aboriginal data integrity, Aboriginal governance and oversight of data collection and decision making related to any additional use of data and ensuring community identified priorities for research are respected.

Applied Expertise and Co-design

Aboriginal experts leading co-design, translational research methodologies, implementation and evaluation in partnership with expert non-Aboriginal allies to enrich information, knowledge exchange and translation to policy and practice.

Community Empowerment

Engaging communities as partners in consistent and authentic dialogues and information exchange to promote comprehensive involvement in co-design, research, implementation and evaluation.

Decolonising Research and Evaluation

Privileging research and evaluation methodologies which use strength-based measures and Aboriginal lenses to change narratives and promote new ways of supporting community priorities and solutions.

Ngangk Yira fully aligns with MU's Values of authenticity, integrity, respect, inclusivity and openness.

In addition to these are Ngangk Yira's Values (the Ngangk Yira Way).

Research and Advocacy Centres at Ngangk Yira

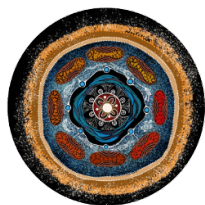
The Ngangk Yira Institute for Change operates through two interconnected Research and Advocacy Centres, each addressing priority areas identified by community with all projects being Aboriginal and community-led:



Yorga • Maaman • Koolanga
Research and Advocacy Centre

The Yorga Maaman Koolanga Research and Advocacy Centre focuses on strength-based approaches that support Aboriginal mothers, fathers, children and families across health and social systems. We support Aboriginal parents and children from pregnancy through the early years, building strong foundations for healthy, resilient families and communities.

We believe that healthy mothers and fathers supported by Elders' wisdom combined with culturally safe services optimises infant and child outcomes. This includes developing resources which promote Aboriginal voices and detail lived experience.



Coolamon Research
and Advocacy Centre

The Coolamon Research and Advocacy Centre focuses on understanding the impacts of climate change and the broader social, cultural and environmental factors affecting Aboriginal families' and communities' health and wellbeing, with a strong emphasis on justice and sustainability.

The Centre responds to increasing environmental pressures, including extreme heat and unsafe water, which disproportionately affect Aboriginal communities, particularly in regional and remote areas. Through Aboriginal-led research, the Centre supports communities to mitigate the social, health and economic impacts of these challenges.

Core Research Projects



Yorga • Maaman • Koolanga
Research and Advocacy Centre

Baby Coming You Ready (BCYR)

A culturally safe, strengths-based and trauma-informed perinatal wellbeing assessment and model of care for Aboriginal and Torres Strait Islander parents. It supports meaningful, culturally grounded conversations between pregnant women and health practitioners, replacing culturally unsafe screening tools with BCYR, an Aboriginal-led digital platform that centres healing, trust and social and emotional wellbeing.



ICARE – It's time to flourish

This research program delivers culturally safe, wraparound perinatal and early-years care for Aboriginal and Torres Strait Islander families. Led in partnership with South Australian Health and Medical Research Institute (SAHMRI) and co-designed with women and communities, ICARE brings together multiple research streams – including cultural safety, empowerment, continuity of care and wellbeing indicators – to drive systems, policy and practice change across Western Australia and South Australia.

Replanting the Birthing Trees (RBT)

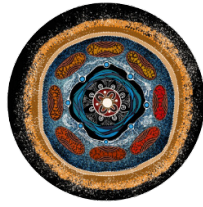
RBT aims to transform compounding cycles of intergenerational trauma and harm to positively reinforcing cycles of intergeneration nurturing and recovery for First Nations parents and babies during the first 2000 days.

This is a project in partnership with the University of Melbourne.



**Replanting the
Birthing Trees**

Core Research Projects



Coolamon Research and Advocacy Centre

Boola Kep Boola Koort (Many Waters, Many Hearts)

A research and advocacy initiative that brings together Aboriginal Elders, remote communities, researchers and decision-makers to address unsafe drinking water in homeland communities. Through yarning-based roundtables and co-designed recommendations, the project amplifies Aboriginal voices to drive policy reform, infrastructure improvements and community control over water quality.



Changes to Country

An initiative that explores how climate change and environmental shifts are impacting Country and the social and emotional wellbeing of Aboriginal people. Through in-depth yarns with Elders and community members and the delivery of cultural programs, the project centres Aboriginal knowledge to document lived experience and strengthen cultural continuity and community resilience.

Wakuthuni Heatwave Project

This initiative has been developed with the Wakuthuni Aboriginal community in the Pilbara to address the health and wellbeing impacts of extreme heat. Through co-designed strategies, education and local decision-making, the project aims to reduce current heatwave risk, strengthen climate resilience and support community-driven responses to climate change.



Meet Ngangk Yira's Senior Research Team

Prof. Rhonda Marriott AM

Pro Vice Chancellor Ngangk Yira Institute for Change and Centre Director for Yorga Maaman Koolanga Research and Advocacy Centre

Matrilineally descended from Nyikina People of the Kimberly, Professor Rhonda Marriot is a trailblazer in nursing, midwifery, and Aboriginal leadership, and has dedicated five decades to clinical and academic excellence. The first known Aboriginal Head of a University School of Nursing in Australia, she has held various leadership roles at Murdoch University, including Faculty Dean and Director of Kulbardi Aboriginal Centre.

Now, as PVC, Ngangk Yira Institute for Change and Centre Director, Yorga Maaman Koolanga Research and Advocacy Centre, Rhonda champions equity, reconciliation, and First Nations inclusion. Passionate about translating research into community impact, she's particularly proud of the Elders Birthing Story Book, Ngangk Waangening (2021), a collaborative project preserving cultural birth stories.

Rhonda is a Patron for CATSINaM and was honored to recently be named Aboriginal and Torres Strait Islander Scientist of the Year in the 2025 Premier's Science Awards.



Prof. Roz Walker

Centre Director for Coolamon Research and Advocacy Centre

Professor Walker is committed to Aboriginal community engagement and empowerment for positive social change. She is involved in several research projects focused on improving Aboriginal mental health and social and emotional wellbeing outcomes in maternal health and early childhood development and supporting resilience and wellbeing in young people.

She has extensive experience in qualitative, community based participatory action and mixed methods research approaches with a focus decolonising and empowering Indigenous research methods and methodologies.

Professor Walker was recently inducted into the WA Women's Hall of Fame 2026 for her long-standing contributions of over 40 years in education and research.



Prof. Tracy Reibel
Systems and Policy Lead



For 30 years Professor Tracy Reibel has conducted health care and health systems translational research. An expert qualitative researcher she has highly developed skills in research design, mixed methods, systematic and critical reviews and evaluation. Tracy's evidence and implementation approach is supported by strong relationships with colleagues and decision makers in the academic, health and social services sectors. Since 2008, she has focussed her efforts on working closely with Aboriginal colleagues, Elders and community members to identify the systems changes required to achieve Aboriginal led approaches which support the health and social and emotional wellbeing of First Nations families. This includes embedding into maternity and child health care services, models of care which are culturally safe, support personal needs and respect culture as the bedrock of Aboriginal social and emotional wellbeing.

Trish Ratajczak
Senior Aboriginal Research Fellow



Trish Ratajczak is a Palawa woman from Lutruwita (Tasmania) with connections to descendent Mannalargenna chief of the Pairrebeene/Trawlwoolway Clan. Trish is a Stan Perron Charitable Foundation Senior Research Fellow in the Yorga, Maaman and Koolanga Centre within Ngangk Yira Institute for Change and a registered clinical midwife of 13 years in the tertiary setting. She has been a strong advocate and educator for upcoming health professionals on Aboriginal health and cultural security. Trish is also an early childhood educator and is committed to supporting positive impact and change with community.

Rohan Collard
Principal Aboriginal Research Fellow



Rohan Collard is a Wadjuk Ballardong man with cultural authority and strong community connections to the Nyungar nation. Rohan has held Senior Executive roles over the last 20 years with extensive experience in the Public Sector, Community Sector, Aboriginal Community Controlled Organisation sectors in the human services field. Rohan has extensive strategic leadership experience and high-level consultancy skills with a focus and impact on service delivery for Aboriginal people.

Paola Vasquez
Senior Research Fellow

Paola Vasquez is a registered nurse and midwife from Chile with over 20 years of experience working in community healthcare and government settings. She has been involved in developing and implementing healthcare policies aimed at improving access and quality of care for vulnerable populations. Most recently she has been working on the Replanting the Birthing Trees Research Project at Ngangk Yira. Her passion and commitment is to reduce healthcare gaps in equity and quality, with the ultimate goal of contributing to society, especially for those who are more vulnerable.



Assoc Prof. Judith Katzenellenbogen
Principal Research Fellow

Associate Professor Judith Katzenellenbogen's expertise in epidemiology has underpinned a public health career in South Africa, New Zealand and Australia. This includes experience working on health issues and health inequities and from diverse perspectives, including disease-specific research and burden of disease analysis, health purchasing, needs assessment, program evaluation and strategic planning. She has led innovative linked data and mixed methods approaches to the study of heart disease and stroke, including Strep A diseases, particularly in the Aboriginal context.



Assoc Prof. Brad Farrant
Principal Research Fellow

Brad's research focuses on the importance of early childhood development for outcomes throughout the lifespan. He is particularly interested in how we can connect this to the strengths of Aboriginal people and culture. Coming from the perspective of Developmental Psychology, Brad is also interested in how broader ecological factors like biodiversity loss, population growth, peak water and climate change will interact to affect children's development now and in the future.





Dr. Tia Whyman
Senior Aboriginal Research Fellow

Dr Tia Whyman is a Paakantji woman who has a PhD in Psychology. Her research has focused on Aboriginal culture and Social and Emotional Wellbeing (SEWB), led by our Elders and community members. Currently, her work explores how changes to Country (climate change) is having an impact on the way Aboriginal people practice their culture and how this is having an impact of their SEWB. This is through the project titled Changes to Country: The role of Aboriginal cultural practices in mitigating the impact of, and adapting to, climate change to enhance Social and Emotional Wellbeing (MRFF 2035365).



Dr. Akilew Adane
Senior Research Fellow

Dr Akilew Adane, PhD (UQ), is a Senior Research Fellow and epidemiologist at Ngangk Yira, with over 13 years of research and teaching experience in tertiary settings. His work focuses on mental health, perinatal and child health, developmental outcomes, and applying advanced epidemiological and analytic methods to address health inequities across the life course. He has extensive experience with large-scale population and linked administrative data, as well as conducting systematic reviews and meta-analyses to inform evidence-based policy and practice. Dr Adane collaborates with Aboriginal and non-Aboriginal researchers and stakeholders to support community-informed, culturally responsive, and policy-relevant health research. He has secured nationally competitive grants, supporting projects that advance health equity and maternal and child health. He also provides mentorship and leadership in research projects and professional networks, contributing to capacity building, workforce development, and strengthening research translation into policy and practice.



Dr. Ailsa Munns
Senior Research Fellow

Dr Ailsa Munns is a Senior Research Fellow at the Ngangk Yira Institute for Change, Murdoch University. She is a registered nurse, midwife and child health nurse who has worked in partnership with Aboriginal families and communities for over 40 years in urban, rural and remote communities. As a practitioner and researcher, her focus has been to work alongside First Nations families to investigate and develop strengths-based Aboriginal-led strategies to support maternal, child and adolescent health and wellbeing which enhance culturally safe models of care for communities and health care systems.

STANDARD TEACHING AND RESEARCH POSITION DESCRIPTION



Position	Research Fellow
Level/ Classification	ACLEB
Reports to	Senior Principal Research Fellow
Division	Ngangk Yira Institute for Change
Directorate	Research and Innovation

This is a Section 51 position and Aboriginal and/or Torres Strait Islander applicants will be prioritised.

Position Purpose

The Research Fellow requires a mixed-methods, self-directed health researcher with good research, communication and project management skills to work as a member of an inter-institutional research team involved in projects at the intersection of climate change, pregnancy and Aboriginal health.

Infant and child health and social outcomes are a major focus of the National Agreement on Closing the Gap. The Coolamon Centre is involved in a range of projects related to Aboriginal environmental health, climate change and strategies to address community needs and priorities. Building on evidence of the short and long-term health effects of extreme heat during pregnancy on infants and children, the position will explore the impacts of extreme heat on pregnant Aboriginal women (and their babies) living in rural/remote Western Australia. The research will focus on their experiences and explore strategies to mitigate heat effects in pregnancy, including health education and promotion to improve maternal and infant outcomes. Recognising the socio-environmental factors that contribute to the heat vulnerability of rural/remote Aboriginal communities, the research will contribute to public health initiatives and clinical practice as well as government policy to improve environmental infrastructure, including housing, water, power and food security.

This position is situated in the Coolamon Centre at the Ngangk Yira Institute for Change, with a focus on program implementation in rural Western Australia. Consequently, travel to rural/remote areas will be required.

This role would suit somebody who has completed a PhD or has post-doctoral experience, ideally with health research or health care experience, and requires an understanding of Aboriginal health and socio-environmental contexts. Candidates should be passionate about translational research, working with vulnerable and low resource populations.

About Murdoch University

Murdoch University is a young and dynamic university with a foundational commitment to the environment, social justice and inclusion, and making education accessible to more people. Founded as Western Australia's second university in 1974, today, Murdoch has more than 21,000 students and 1,700 staff across campuses in Perth, Singapore and Dubai. With more than 90,000 Alumni, Murdoch graduates can be found all over the world, making a positive difference.

Our Strategy – Ngala Kwop Bidli. Building a brighter future, together – guides the University's direction and reaffirms our shared purpose to change lives and society for the better through accessible education and research.

The Strategy is focused on three key themes:

- Sustainability: Be a leading university in education, teaching and translational research in sustainability.
- Equity, Diversity, and Inclusion: Build a welcoming, diverse and inclusive community.
- First Nations: Become the University of first choice for First Nations peoples.

Murdoch is also committed to building engagement with our local community, State, nation, and global society with a track-record in creating strong partnerships with business, government and industry.

About the Work Area

The Ngangk Yira Institute for Change (Ngangk Yira) is one of four Murdoch University institutes that bring together leading researchers working in two Research Centres with colleagues from across the University and broader academic and other sectors to deliver world class multidisciplinary and interdisciplinary translational research benefitting the Aboriginal community, government, and health and service sectors. Ngangk Yira brings together the disciplines that contribute to ensuring quality research evidence underpins Murdoch University's commitment to excellence in Aboriginal health and social equity and transformative research that translates to meet community needs.

Ngangk Yira is founded on principles of Aboriginal-led research, community engagement, and professional collaborations. Through meaningful and structured engagement with Aboriginal Elders and Aboriginal communities, Ngangk Yira is committed to the preservation and promotion of cultural wisdom and data sovereignty and ensuring meaningful, co-designed research which supports change in health, wellbeing and social equity for Aboriginal people, families, and communities.

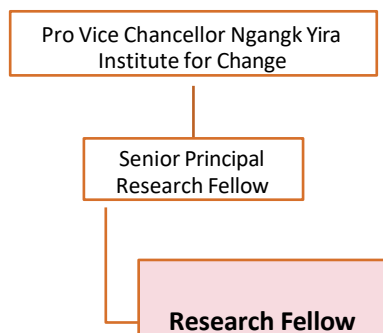
Ngangk Yira's reputation in Aboriginal-led translational research is diverse and is organised across two Research and Advocacy Centres and a Systems and Policy Unit. These are:

- 1) The health of Aboriginal women, men, children and families - Yorga, Maaman and Koolanga Research and Advocacy Centre; and
- 2) Healthy Aboriginal families and communities - Coolamon Research and Advocacy Centre.
- 3) Responsive and accountable health and social systems – the Systems and Policy Unit.

Each of these Centres is informed by a System's and Policy Lens to advocate for systems accountability and change, critical for a fair and just society to be responsive to the needs of

all its' citizens. This System's and Policy framework guides the translation of Ngangk Yira research for the ultimate benefit of Aboriginal peoples and relevant stakeholders.

Reporting Relationships



Key Responsibilities / Duties

1. Undertake and supervise translational research projects related to heat effects during pregnancy and strategies to reduce risk
2. Undertake literature reviews to inform the program of work
3. Prepare Ethics Committee submissions/amendments and ensure appropriate scientific rigour in adhering to general and First Nations ethics protocols, including Indigenous Data Sovereignty
4. Prepare manuscripts for publication in national and international peer reviewed journals resulting from research outcomes of projects
5. Write and review scientific content for reports and grant applications
6. Present research findings at national and international scientific forums
7. Identify further funding opportunities and assist in the preparation and development of funding applications
8. Work with the Research Administrator/Coordinator/investigator(s) to ensure appropriate management of the study budget and reporting requirements
9. Develop effective communication channels between internal and external project stakeholders and other collaborators
10. Participate in the Centres research aims, including peer review within the Institute, contribution to design and interpretation of results
11. Assist in the supervision of research and/or students as required
12. Any other tasks as reasonably required by the supervisor, coordinator and/or Director

Selection Criteria

Essential

1. A completed or near-completed PhD in a relevant field (for example, social sciences, evaluation, health professions).
2. Demonstrated experience in collecting, analysing and interpreting qualitative and some quantitative data
3. Willingness to develop/expand research portfolio in Heat Effects of Pregnancy
4. Demonstrated commitment to, and understanding of, working in a culturally safe and trauma informed way

5. Demonstrated ability to maintain effective and culturally safe interactions with diverse Aboriginal people in urban, regional, and remote communities
6. Highly developed interpersonal and communication skills with the ability to manage expectations of multiple external stakeholders, including the ability to seek solutions to address conflicting views
7. Demonstrated ability to work as an effective member of a large multidisciplinary investigator and project team
8. Demonstrated ability to work under broad direction only, exercise initiative in undertaking responsibilities, and working effectively and collaboratively as a team member
9. Record of publication and conference presentations
10. Demonstrated strengths-based, problem-solving skills with the ability to identify and recommend solutions to address challenging issues
11. Proficiency in Microsoft Office applications (Excel, Word, Outlook, Teams)
12. Experience with or willingness to learn new software applications such as NVivo to manage qualitative data and Endnote bibliographic software
13. Ability to travel to rural/remote areas

Desirable

1. A background and/or experience in one or more in areas of maternal, child or family care, community health, health promotion or Indigenous health
2. Good knowledge of the WA health system and Aboriginal community-controlled sector

Work Requirements

1. Australian permanent residency or possession of a valid visa with work entitlement in Australia.
2. The occupant of this position will be required to undertake a criminal record check in accordance with the University's Criminal Record Screening Procedure.
3. Current "C" class driver's license
4. Current Working with Children Check WA
5. Ability to work outside of normal office hours when required.
6. A willingness and ability to travel interstate and nationally when needed

Probationary Review

This position may be subject to a probationary period, during which time the academic staff member is required to meet set probationary objectives and pass a probationary review. Probationary objectives are set following appointment to the position and confirmed at the first Academic Contribution Development Conversation (ACDC).

General Obligations

While at work, an employee must:

- take reasonable care for their own health and safety and ensure that their acts or omissions do not adversely affect the health and safety of other persons;
- report incidents, injuries and hazards;
- comply with any reasonable instruction that is given by Murdoch University; and
- comply with Murdoch University policies and procedures.

Guiding Principles and Values / Code of Ethics and Code of Conduct

Our Values

- Authenticity
- Integrity
- Respect
- Inclusivity
- Openness

Our Principles

- Act with justice, respect and responsible care.
- Be collegiate and respectful of other points of view.
- Protect academic freedom.
- Be agile, flexible and resilient.
- Make decisions at the most appropriate level.
- Be transparent in decision-making and with information.
- Adopt common approaches to common tasks.
- Be careful stewards of our resources.

All staff will comply with the University's Code of Ethics and Code of Conduct and demonstrate a commitment to its Equity, Diversity and Safety principles and the general capabilities of personal effectiveness, working collaboratively and demonstrating a focus on results.

All Staff undergoing a probation period are required to set probationary objectives with their leader within 3 months of commencement.

We acknowledge that Murdoch University is situated on the lands of the Whadjuk and Binjareb Noongar people. We pay our respects to their enduring and dynamic culture and the leadership of Noongar elders past and present. The boodjar (country) on which Murdoch University is located has, for thousands of years, been a place of learning. We at Murdoch University are proud to continue this long tradition.

Our Commitments

Reconciliation

Murdoch University is committed to reconciliation with Aboriginal and Torres Strait Islander peoples, guided by our Reconciliation Action Plan (RAP).

Our RAP will steadfastly align with the principles and objectives of the First Nations Sub strategy, ensuring that we actively contribute to and support the empowerment, recognition, and advancement of Indigenous cultures, knowledges, and communities.

This commitment reflects our dedication to reconciliation as a core value, driving positive change and meaningful outcomes for Indigenous communities and the broader university community alike.

As a university, we recognise that education is a powerful tool for self-determination, societal change and reconciliation and that we have a unique responsibility to participate in the process.





Our Commitments

Employment Strategy

Murdoch University is committed to fostering a diverse and inclusive community that values and celebrates Aboriginal and Torres Strait Islander cultures, knowledges, and perspectives. Our First Nations Employment Strategy aims to actively promote and support the employment and career development of Aboriginal and Torres Strait Islander peoples within our institution.

Through this strategy, we endeavour to:

- Increase representation of Aboriginal and Torres Strait Islander staff across all levels and areas of the university to achieve parity targets of having Aboriginal and/or Torres Strait Islander Staff constitute 3.5% of our Employees,
- Create pathways and opportunities for career advancement and professional development for Indigenous staff members,
- Provide culturally safe and supportive work environments that respect and embrace Indigenous identities and contributions and strengthen partnerships with Indigenous communities to co-develop initiatives that support employment outcomes.

At Murdoch University, we recognise the importance of equitable and inclusive employment practices as integral to our commitment to reconciliation and social justice.

By implementing our First Nations Employment Strategy, we strive to make meaningful contributions towards closing the employment gap and promoting genuine reconciliation within our workforce and beyond.



Our Strategy

Over the last decade, Murdoch University has successfully built the number of Aboriginal students both studying at the university and successfully completing their studies, and we currently have the highest proportion of Aboriginal students at any Western Australian university, and a completion rate for these students that is similar to our non-Aboriginal student cohort. Building on this strong foundation. In this Strategy we will:

- Celebrate, respect, engage and learn from the original custodians of this land
- Build the proportion of Aboriginal and Torres Strait Islander students in our domestic student body to match their representation in the general population
- Develop a Centre of Excellence in First Nation Peoples, Cultures and Knowledges
- Introduce dual signage wherever reasonable, including naming of buildings and significant sites
- Increase our employment of Aboriginal and Torres Strait Island peoples to match the proportion in the general population
- Embrace truth-telling – find ways to tell the stories of the past treatment of Aboriginal people around campus
- Provide all students and staff with cultural awareness training and build within them an understanding of and respect for First Nations peoples



We strive to become the university of first choice for First Nations peoples, and an exemplar in embracing, promoting and benefiting from Indigenous knowledges and cultural inclusivity.



Kaya Wanju

Our Community

At Murdoch University, we celebrate our socially rich and culturally diverse community, empowering all students and staff to excel.

We honour Aboriginal and Torres Strait Islander cultural heritage, identities, gender expressions, sexualities, faiths, and abilities, cherishing them as integral pillars of our vibrant and inclusive learning environment.

Through meaningful engagement, collaboration, and continuous learning, Murdoch University pledges to:

- Acknowledge and respect the histories, cultures, and contributions of Aboriginal and Torres Strait Islander peoples.
- Foster an inclusive and culturally safe environment for all staff, students, and community members.
- Embed Indigenous perspectives and knowledges across our curriculum and research activities.
- Support Indigenous leadership and participation in decision-making processes within the university.
- Uphold our responsibilities as custodians of the land on which we operate.

You can find more information about the support we offer here on our website here.

[Home](#) | [First Nations](#) | [Murdoch University](#)

We show our support for the Aboriginal and Torres Strait Islander community through the following:

- Pro Vice Chancellor – First Nations
- Pro Vice Chancellor – Ngangk Yira Institution For Change
- Ngangk Yira Institute for Change
- Kulbardi Aboriginal Centre
- School of Indigenous Knowledges
- Cultural Awareness Training
- Cultural Load and Language allowance
- Cultural and Ceremonial Leave
- Flexible Working Hours
- Karrak Aboriginal Staff Network
- Monthly Karrak Newsletter
- Indigenous Talent Register
- Aboriginal Advisory Group
- First Nations Committee
- Cultural Events
- Reconciliation Action Plan
- Aboriginal and Torres Strait Islander Employment Strategy
- Aboriginal and Torres Strait Islander Education Strategy Committee
- Support Services
- Australian Workplace Equity Index





The Ngangk Yira Advisory Board comprises scientific members, cultural members and senior leaders from key organisations in sectors related to the work of Ngangk Yira. Some members represent an organisation whilst others are members by virtue of their skills and expertise.

Our Governance

Our research is guided by Aboriginal leadership and supported by a multidisciplinary team of researchers, Elders and community advocates and advisors. Our governance structure comprises:

- The Council of Elders, providing cultural guidance and wisdom, shaping the Institutes research priorities and ensuring that all activities are grounded in respect for Aboriginal knowledge and traditions.
- The Kaadaninny Advisory Board serves as a key forum for cultural governance, meeting regularly to offer expert advice and guidance to research staff on project development and implementation.
- The Ngangk Yira Institute Advisory Board, overseeing strategic direction, accountability and reporting, supporting the Institutes mission to drive impactful research and positive change for Aboriginal communities.

Together our governance bodies ensure strategic alignment and cultural integrity across all initiatives.

This structure enables Ngangk Yira to deliver transformative research and policy impact while remaining deeply connected to the communities it serves.



Our Patrons

Prof. Fiona Stanley AC **Professor and Australian of the Year**

Trained in maternal and child health, epidemiology and public health, Fiona has spent her eminent career researching the causes of major childhood illnesses, including in Aboriginal populations.

Her major contribution has been to establish the Telethon Kids Institute (formerly the Telethon Institute for Child Health Research) and the Australian Research Alliance for Children and Youth.

She was Australian of the Year in 2003. In 2006 she was made a UNICEF Australia Ambassador.



Hon. Ken Wyatt **Former Minister for Indigenous Australians**

A proud Noongar, Yamatji and Wongi man, Ken was the first Aboriginal Member of the House of Representatives, serving as the Federal Member for Hasluck from 2010 – 2022.

In 2015, he became Assistant Minister for Health, and in January 2017, Minister for Aged Care and Minister for Indigenous Health and in 2021, Minister for Indigenous Australians.

Ken previously worked in health and education including as District Director for the Swan Education District, and Director of Aboriginal Health (NSW and WA). He was awarded the Order of Australia in 1996.



Guiding Principles & Values

Code of Ethics and Code of Conduct

The founding principles upon which Murdoch University was established continue unabated today. We continue to be guided by the principles of:

- Authenticity
- Integrity
- Respect
- Inclusivity
- Openness

These Murdoch principles come to life through our culture as evidenced by being an institution where the following are clear:

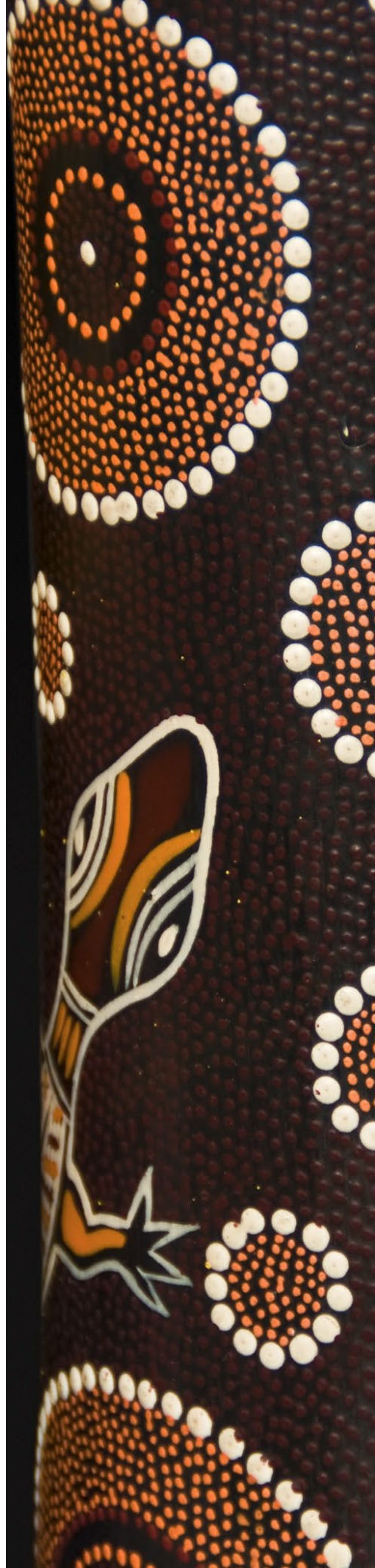
- Act with justice, respect and responsible care
- Be collegiate and respectful of other points of view
- Protect academic freedom
- Be agile, flexible and resilient
- Make decisions at the most appropriate level
- Be transparent in decision-making and with information
- Adopt common approaches to common tasks
- Be careful stewards of our resources

All staff will comply with the University's Code of Ethics and Code of Conduct and demonstrate a commitment to its Equity, Diversity and Safety principles and the general capabilities of personal effectiveness, working collaboratively and demonstrating a focus on results.

Murdoch University values workplace diversity, promotes inclusion, and strongly encourages applications from Aboriginal and Torres Strait Islander people, women, and people with disability.

Applicants who have support or access requirements, are encouraged to advise this at the time of their application, to ensure appropriate assistance is provided throughout the recruitment process.

At the core of the First Nations Sub-Strategy are four foundational values that guide every aspect of our engagement, education, and collaboration. These values not only guide our actions but also shape our institutional ethos, ensuring that our efforts are aligned with our commitments to **respect, partnership, empowerment, and innovation.**





Application Process

At Murdoch University, we review your application alongside a dedicated selection committee. To ensure we're identifying and assessing qualified candidates for the role, we have highlighted the process below.

Your application should consist of:

1. A covering letter addressing the Selection Criteria
2. A comprehensive CV including:
 - Full name, address, mobile and telephone number(s) and email address
 - Names, telephone numbers and email contact of at least three referees including current/most recent supervisor (no contact will be made without your permission)
 - Employment history including present position and notice required, and an indication of the earliest date on which you would be able to commence
 - Details of qualifications and professional memberships
 - Confirmation of your right to work in Australia

Please note roles advertised may be subject to Section 50(d) or Section 51 of the Equal opportunity Act 1984 (WA).

All enquiries should be directed in confidence to:

Michelle Preston

Institute Business Manager

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