

SPECIAL MEASURES RECRUITMENT PLANS INFORMATION FOR ABORIGINAL APPLICANTS

The Northern Territory Public Sector (NTPS) values diversity, aims to achieve a workforce that is representative of the community we serve, and is committed to improving recruitment, retention and career development opportunities for Aboriginal and Torres Strait Islanders (Aboriginal). Special Measures recruitment plans aim to increase the recruitment of suitable and eligible Aboriginal applicants, provide greater promotional opportunities for Aboriginal employees within the NTPS, and to increase Aboriginal representation in senior leadership roles.

Proof of Eligibility for Special Measures?

Aboriginal applicants must be able to swear the NT Statutory Declaration that says:

- I am Aboriginal and have, or am in the process of applying for, Confirmation of Aboriginality from a recognised Aboriginal authority, and;
- I am accepted as Aboriginal by the community in which I live or formally lived.

Aboriginal applicants who wish to be given priority consideration under NTPS special measures recruitment plans should, when submitting their application:

- indicate in the online recruitment system that they are Aboriginal
- attach to their application a copy of the required statutory declaration.

If selected for the vacancy, Aboriginal applicants must provide Confirmation of Aboriginality prior to commencement.

The Application process

For all NTPS vacancies, applications are limited to a one-page summary with an attached detailed resume/cv. The summary should briefly summarise suitability for the vacancy. The resume/cv should set out details of education, qualifications, past work history, level and job duties, achievements, and details of appropriate relevant referees - ideally current or recent supervisors. This information will help the selection panel in determining whether or not the applicant warrants further consideration.

Special Measures Recruitment Plans

There are currently two types of Special Measures plans:

1) *Priority Consideration for Aboriginal Applicants*

- Vacancy is open to all persons, but eligible Aboriginal applicants will be assessed first, and offered the vacancy if they meet all the essential selection criteria and are suitable at the level of the position.
- Other applicants will only be assessed for selection if there is no suitable Aboriginal special measures applicant who accepts the vacancy.
- Where there is more than one suitable Aboriginal special measures applicant the vacancy will be offered to the Aboriginal special measures applicant assessed as most suitable for the vacancy.

2) *Designated Aboriginal Positions:*

- Vacancies are reserved only for eligible Aboriginal applicants and no other applicants will be considered. The Aboriginal special measures applicant selected must meet all the essential selection criteria and be suitable at the level of the position. If no Aboriginal applicant meets this standard the job will not be filled until such time as a suitable Aboriginal applicant is found to fill to position.