



Vacant Position

Position Title:	Monitoring and Evaluation Officer
Location:	Cairns
Employment type:	Permanent Full Time
Applications close:	Tuesday, 16th June 2026

About the ALC

The Anindilyakwa Land Council (ALC) is a 'future-forward' Land Council, directed by the 14 clans of the Groote archipelago region, is enabling the Anindilyakwa people to take full advantage of the opportunities and technology available in the 21st century, while simultaneously preserving land, language and culture. The vision of the ALC is to:

**Protect,
maintain
and promote
Anindilyakwa
culture**

**Invest in the
present to
build a
self-sufficient
future**

**Create
pathways for
youth to
stand in both
worlds**

ALC is an independent statutory authority of the Commonwealth, subject to the *Public Governance, Performance and Accountability Act 2013*, described therein as a Corporate Commonwealth Entity and is currently a portfolio agency of Prime Minister and Cabinet. For more information on the Anindilyakwa Land Council, please visit our website: <https://www.anindilyakwa.com.au/>

About the role

The Monitoring and Evaluation Officer will play a critical role in supporting the Anindilyakwa Land Council's Data Unit to assess the effectiveness and impact of programs and initiatives on the Groote Archipelago. This role will ensure that data collected is used meaningfully to inform decision making, improve service delivery, and uphold

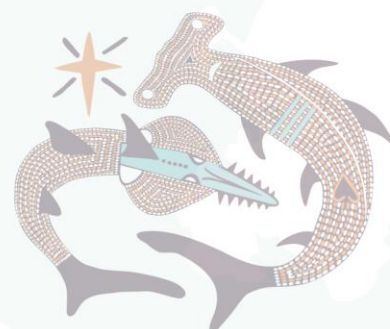




the principles of First Nations data sovereignty. The Monitoring and Evaluation Officer will work across a range of programs to assist in developing key performance indicators and monitor their progress and impact on community outcomes.

Key Responsibilities

- **Monitoring & Evaluation Frameworks:** Develop and implement M&E frameworks to align data activities with ALC and Data Unit strategic goals, to ensure programs are measured effectively and consistently. This is achieved by designing structured evaluation tools, establishing indicators, and embedding culturally appropriate methodologies.
- **Data Collection and Analysis:** Support the design and administration of community surveys and data tools to gather accurate and meaningful data on community programs and outcomes. This is achieved by improving understanding of trends and assessing program effectiveness, applying sound data collection techniques, conducting analysis, and interpreting findings clearly.
- **Reporting:** Prepare regular reports, including bi annual social indicators reports, to inform the ALC Board, Finance Committee, and stakeholders of key outcomes, to enhance transparency, accountability, and informed decision making. This is achieved by synthesising data, presenting results clearly, and communicating insights in culturally and contextually relevant ways.
- **Stakeholder Engagement:** Engage Traditional Owner led organisations, ALC departments, and external partners to identify data needs and ensure evaluation practices are culturally appropriate, to strengthen collaboration and ensure projects reflect community priorities. This is achieved by facilitating discussions, gathering feedback, and maintaining respectful, ongoing communication.
- **Training and Capacity Building:** Provide training and support to ALC staff to build internal capability in monitoring and evaluation practices, to promote consistent data use and improve program effectiveness. This is achieved by developing user friendly resources, delivering hands on training, and offering ongoing guidance.
- **Data Governance & Ethical Standards:** Ensure all M&E activities comply with ALC data governance requirements to protect privacy, uphold consent processes, and maintain ethical data use, to ensure community trust and safeguard sensitive information. This is achieved by following established protocols, conducting regular compliance checks, and modelling best practice data stewardship.





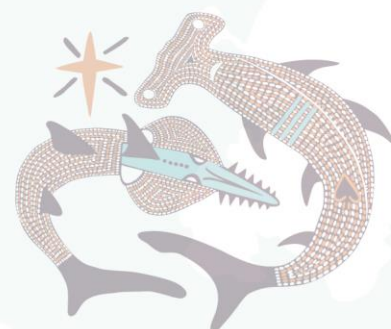
Selection Criteria

Key Knowledge, Skills and Experience

- Demonstrated alignment with the Anindilyakwa Land Council's values, mission, and long term vision, with an ability to work in a way that supports community priorities, cultural integrity, and meaningful outcomes for Traditional Owners.
- Proven experience conducting monitoring and evaluation activities, preferably within Indigenous or community based contexts, with a demonstrated understanding of culturally appropriate methodologies and community centred evaluation practices.
- Well-developed analytical skills with experience working with both qualitative and quantitative data, including the ability to interpret findings, identify trends, and translate complex information into practical insights.
- Highly effective written and verbal communication skills, including the capacity to present complex data, indicators, and evaluation outcomes in clear, accessible, and culturally appropriate formats for diverse audiences.
- Demonstrated experience working collaboratively with a broad range of stakeholders, including Traditional Owner led organisations, internal departments, community members, and external partners, while maintaining strong relationships and ensuring effective knowledge sharing.

Key Essential Position Requirements (Qualifications, Certifications, Screening Checks, Health Checks, Licences)

1. Qualifications
 - A tertiary qualification in a relevant discipline, such as public administration, social sciences, Aboriginal affairs, business administration, law or a related field, is highly desirable.
2. Pre-Employment Checks
 - A National Police Check is required for this position prior to appointment.
3. Working with Children
 - A valid Working with Children check/clearance is required for this position
 - Northern Territory = Working with children clearance [Ochre Card]
4. Motor Vehicle Licence
 - A valid motor vehicle licence is required for this position.





What's on offer?

- Salary: \$80,000 - \$95,000 per annum
- Annual leave: 5 weeks per annum.
- Personal leave: 18 days per annum.
- 2 weeks paid Christmas/New Year shut down - **in addition to annual leave.**
- Salary Sacrifice available (up to \$18,500 per year)
- Flexi work week

Other information

Working Hours, Travel and Location

- **Work outside standard business hours may be** required from time to time to meet operational or organisational needs.
- **Periodic travel may be required**, including travel to various locations to support operational activities, stakeholder engagement, or project delivery.
- **Ability to work effectively with diverse communities**, including Aboriginal and Torres Strait Islander peoples and other cultural groups, as well as in remote or regional settings where required.
- **Adaptability to varied work environments** is essential, as duties may involve working in changing, challenging, or unpredictable conditions, including different climates, terrains, or operational contexts.
- **Travel may involve multiple modes of transport**, which may include air, road, or sea travel depending on organisational requirements and work locations.

How to apply

Please email your resume and cover letter that addresses the selection criteria and outlines your work experience and personal values that would meet the requirements of this role to recruitment@alcnt.com.au.





Further Information

For more information on the Anindilyakwa Land Council, please visit our website:

<https://www.anindilyakwa.com.au>

You are welcome to email recruitment@alcnt.com.au with any questions.

Applications close Tuesday, 16th June 2026. However, early offers may be made to suitable candidates. Don't hesitate and apply today.

