Anindilyakwa Land Council

Job Advert

Vacant Position

Position Title:	Justice Officer Community Courts
Location:	Groote Eylandt
Employment type:	Full time
Applications close:	**Wednesday, 25th November 2026** however, early offers may be made to suitable candidates.

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 position supports the delivery of the Community Court on the Groote Archipelago by working closely with members of the Groote Archipelago Law and Justice Group to facilitate culturally informed and community-centred justice processes. The role contributes to a collaborative model of sentencing that brings together the court, legal professionals, victims, offenders, service providers, and community members to ensure decisions are grounded in cultural knowledge and local context.

By assisting with the coordination and operation of Community Court sessions, the position helps advance key goals such as reducing re-offending, improving compliance with court orders, addressing the over-representation of Aboriginal offenders, and strengthening rehabilitation outcomes. In doing so, the role plays an essential part in supporting a “whole of community” approach to justice and enhancing pathways for safer, stronger community environments.

Key Responsibilities

- **Community Court:** Engage Law and Justice Group members to participate effectively in Community Court, to strengthen culturally informed sentencing processes, by building strong relationships, encouraging involvement, and ensuring their voices and knowledge are incorporated into proceedings.
- **Stakeholder Liaison:** Facilitate the Court’s understanding of underlying issues influencing offending behaviours among Aboriginal offenders, to support more informed, culturally appropriate sentencing decisions, by gathering relevant information, consulting with community members, and clearly communicating contextual factors to the Court.
- **Reporting:** Generate reports, including Aboriginal Experience Reports, to provide the Court with culturally grounded insights that inform sentencing outcomes, by collecting accurate information, synthesising community perspectives, and presenting findings in a clear, structured format.
- **Defendant Support:** Provide support to defendants to enhance their understanding of and participation in the Community Court process, to promote fairness, empowerment, and improved compliance, by guiding them through required steps, clarifying expectations, and connecting them with appropriate resources.
- **Collaboration:** Identify and collaborate with all relevant stakeholders to ensure a coordinated, whole of community approach to justice, to improve outcomes and strengthen communication, by maintaining active partnerships, sharing information appropriately, and participating in multi-agency discussions.
- **Data Collection:** Undertake report writing and data collection to support the work of the Law and Justice Group, to ensure accurate documentation and continuous improvement, by maintaining organised records, analysing information, and preparing summaries that inform decision-making and program delivery.

Selection Criteria

Key Knowledge, Skills and Experience

- **Demonstrated knowledge** of the legislative frameworks governing Community Courts and Local Courts, with the ability to interpret and apply relevant provisions to support culturally informed, lawful, and procedurally sound practices.
- **Proven ability to build strong relationships with diverse stakeholders,** including community members, service providers, justice agencies and Elders, while maintaining professionalism, cultural sensitivity, and effective communication.
- **Demonstrated experience supporting individuals with complex needs**, including the ability to assess risk, coordinate services, provide guidance, and maintain accurate documentation while working within ethical and professional boundaries.
- **Strong verbal communication and presentation skills**, with the confidence to speak clearly, persuasively, and respectfully in group settings, community forums, and multidisciplinary environments.
- **Understanding of the social, cultural, and community dynamics within Aboriginal communities**, supported by lived or professional experience that demonstrates respect, adaptability, and the ability to work collaboratively in remote settings.

Key Essential Position Requirements [Qualifications, Certifications, Screening Checks, Health Checks, Licences]

- **Qualifications:** NA
- **Pre-Employment Checks**: A National Police Check is required for this position prior to appointment.
- **Working with Children:** A valid Working with Children check/clearance is required for this position
- **Motor Vehicle Licence:** A valid motor vehicle licence is required for this position.

What's on offer?

- **Salary:** $85,000.00 per annum
- **Annual leave:** 5 weeks per annum
- **Personal leave:** 18 days per annum

- **Holiday Travel Allowance:** $2000.00 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**

Please note, accommodation does not come with this role.

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 addressees the selection criteria and outlines your work experience and personal values that would meet the requirements of this role.

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.

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