

# Aboriginal and Torres Strait Islander Recruitment at UQ

UQ is deeply committed to increasing employment opportunities for Aboriginal and Torres Strait Islander peoples, demonstrated through the 3% target for Indigenous employment in the Enterprise Agreement, Reconciliation Action Plan and Indigenous Employment Strategy. This guide supports the University's commitment to Aboriginal and Torres Strait Islander employment and provides information on implementing recruitment and selection practices that are culturally appropriate and inclusive of Aboriginal and Torres Strait Islander peoples. For more information about any of the sections of this guide, please contact the Indigenous Employment Coordinator ([indigenous\\_employment@uq.edu.au](mailto:indigenous_employment@uq.edu.au)) in the Workplace Diversity and Inclusion team.

1

## Identifying positions



Any vacant position at UQ can be identified for Aboriginal and Torres Strait Islander peoples, in accordance with the Identified Positions Procedure. Legislation supports identified positions on the following grounds:

- When being Aboriginal and/or Torres Strait Islander is an inherent part of a job (Section 25) (for example, an Indigenous Liaison Officer), and/or
- To address the historical under-representation of Indigenous peoples in employment (Section 105).

Aboriginal and Torres Strait Islander identified positions are exempt from the [UQ Recruitment By Exception Strategy](#).

## Attracting candidates

2



A culturally inclusive recruitment process will enhance UQ's attractiveness to Aboriginal and Torres Strait Islander candidates. Consider:

- Using a recruitment booklet which includes RAP artwork, Aboriginal and Torres Strait Islander flags and/or relevant pictures,
- Including information in the recruitment material about Aboriginal and Torres Strait Islander employment at UQ, such as UQ's commitment to Reconciliation, active Indigenous Staff Network and generous Cultural Leave, and/or
- Advertising positions in Indigenous media, such as the Koori Mail and Torres News and through internal and external Networks.

UQ's Indigenous Employment Coordinator can provide additional guidance on making recruitment activities more appealing to Aboriginal and Torres Strait Islander applicants. Contact them via email on [indigenous\\_employment@uq.edu.au](mailto:indigenous_employment@uq.edu.au).

3

## Identifying candidates



The yellow 'person' symbol on PageUp will appear if a candidate has identified as Aboriginal and/or Torres Strait Islander. This information should be used in accordance with relevant UQ policies, procedures and legislative instruments, to:

- Support the University's commitment to increase the representation of Aboriginal and Torres Strait Islander staff, and
- Employ appropriate cultural protocols in the selection process, such as those detailed in sections four and five of this guide.

## Selection process

4



Wherever practicable and appropriate, selection panels should include an Aboriginal and/or Torres Strait Islander person when interviewing Indigenous candidates. UQ's Indigenous Employment Coordinator can assist with sourcing selection panel members for this purpose.

All members of the selection process should be reminded of:

- UQ's strategic commitment to Indigenous employment and cultural protocols,
- The value and strength that Indigenous peoples bring to UQ, and
- The many social and structural barriers to employment that exist for Indigenous peoples.

Applicants who have joined UQ through an Indigenous Pathway Program, such as the Indigenous Trainee program, may be able to be directly appointed in accordance with the relevant UQ policies and procedures.

5

## Cultural protocols



It is important that that all selection panel members understand and are respectful of cultural protocols. Aboriginal and Torres Strait Islander peoples are diverse, with different cultures, languages, kinship structures and ways of living. Generalisations about culture are inappropriate and likely to be inaccurate, but consider:

- Creating an interview setting that is inclusive through having Indigenous flags, and a welcoming format, such as sitting in a circle,
- English may not be the candidate's first language,
- Aboriginal and Torres Strait Islander peoples value collective cultures, so some people may feel uncomfortable highlighting individual accomplishments,
- Respecting [protocols and sensitivities around Men and Women's business](#),
- Sustained eye contact may be considered threatening or rude in some cultures, and
- Silence may not mean that someone doesn't understand; they may need more time and space to respond.