



## Role Description: Associate (early career)

<b>Organisation</b>	First Nations Economics
<b>Role Title</b>	Associate
<b>Reporting To</b>	Managing Director, Corporate and Governance
<b>Location</b>	Perth, Sydney or Byron Bay. Hybrid working with travel requirements
<b>Type of Employment</b>	Full time, ongoing (neg)
<b>Salary Range</b>	Neg. \$60,000 to \$75,000 salary package including superannuation, plus salary sacrificing of up to \$15,900 per year.

## About First Nations Economics

First Nations Economics (FNE) is an Aboriginal-led and Supply Nation registered charity dedicated to advancing the social, cultural and economic aspirations of Aboriginal and Torres Strait Islander communities. We reinvest 100% of our profits back into the economic development of First Nations communities and work in partnership with philanthropic, community, industry and government partners to deliver outcomes for First Peoples.

We provide professional services across:

- public and economic policy
- monitoring and evaluation
- program design and implementation
- strategy, co-design and facilitation

FNE has offices in Sydney, Perth and Byron Bay, and operates nationally with physical working spaces in all states and territories. We engage with clients and stakeholders both in-person and online across Australia.

## Our Impact

Since being established in April 2023, First Nations Economics has:

- awarded four scholarships under the Leah Armstrong Scholarship, a scholarship program for Aboriginal and Torres Strait Islander women studying financial governance, economics or related areas at a tertiary level.
- partnered with more than 20 Aboriginal and Torres Strait Islander Community-Controlled Organisations to build economic prosperity for First Nations communities.
- Worked with more than 28 industry and government partners on key projects driving real outcomes and substantial impact in First Nations communities in areas such as justice, community governance, land rights and native title, financial literacy, economic evaluation and more.



## About the Team

FNE is led by Associate Professor Rick Macourt (Gumbaynggirr), Managing Director, Strategy and Foundation, and Shaun Cumming (Garigal), Managing Director, Corporate and Governance. We are supported by an Aboriginal-majority non-executive board chaired by Professor Sandra Creamer.

Our growing team brings expertise in economic and public policy, evaluation, strategy, engagement, communications, program design and delivery, and more.

## Primary Purpose of the Role

The Associate (Early Career) plays a key role in supporting the work of FNE's advisory, corporate and programs teams. Working collaboratively, the role contributes to the delivery of FNE's project pipeline and organisational priorities, aligned with our values, commitment to First Nations self-determination, and focus on driving social, cultural and economic prosperity for First Peoples.

## Who We're Looking For

- Cultural capability and the ability to engage respectfully with Aboriginal and Torres Strait Islander communities
- Formal education or strong interest in public policy, community engagement, finance, economics, program design or related fields
- Sound project management skills, with strong verbal and written communication
- Ability to prioritise work, manage competing deadlines and work independently
- Ability to work a minimum of two days per week in one of our offices
- Availability to travel domestically (up to 2–3 days per month), including occasional overnight travel

## What is expected of you:

- Undertake quantitative and qualitative research and analysis to support evidence-based policy, program and evaluation work
- Monitor and report on project delivery to ensure outcomes are achieved on time, within budget and to agreed quality standards
- Provide project and program support, including contributing to process improvements and day-to-day team operations
- Prepare and contribute to briefings, reports and correspondence, applying knowledge of relevant legislation, policy and current issues
- Work collaboratively across the organisation and actively support colleagues to achieve shared outcomes

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**FIRST  
NATIONS  
ECONOMICS**

## What We Can Offer

- Between \$60,000 and \$75,000 salary package, including superannuation
- Annual non-for-profit salary packaging of up to \$15,900
- Up to five weeks paid annual leave and flexible leave options
- Flexible working arrangements and culturally appropriate support
- Strong mentoring and professional development support
- A workplace committed to First Nations self-determination, human rights, equity and inclusion of all peoples, regardless of their background or any trait, characteristics or identifiers