

# A CAREER WITH ECU

Opportunities for  
Aboriginal and Torres  
Strait Islander people



## **KAYA WANDJOO!**

Hello, and welcome to ECU. The information in this brochure is to help you find out more about us.

## **WHAT ECU CAN OFFER YOU**

Edith Cowan University (ECU) has a commitment to providing employment to Aboriginal and Torres Strait Islander people from across Australia. We have positions available in entry-level, mid-career and senior professional roles. We work with the Aboriginal and Torres Strait Islander community to understand the unique strengths of local candidates, while also exploring barriers and challenges to employment. We offer support structures to assist Aboriginal and Torres Strait Islander people in their career development at ECU.

You can join ECU in a number of ways – advertised vacancies, Traineeships, student internships, cadetships and cohort placements.

## **SUPPORTING ABORIGINAL AND TORRES STRAIT ISLANDER STAFF**

ECU has a Reconciliation Action Plan (RAP) and is committed to improving outcomes for Aboriginal and Torres Strait Islander people by increasing opportunities for employment at ECU. The Indigenous Australian Employment Strategy and Action Plan 2015–2018 focusses on four areas: engagement, recruitment, professional development and retention, which assist in making ECU a workplace to support you.

## **ABOUT ECU**

ECU is a University that provides tertiary education to a large number of students from the local area, interstate and overseas. ECU is committed to breaking down barriers that restrict entry to education, and continuing work on the enhancement and development of alternative entry pathways to higher education.

ECU has been operating as a University since 1991 and employs a large number of academic, research, professional and administrative staff in a wide range of jobs. These positions can be full-time, part-time or casual.

ECU is an employer with campuses located at Joondalup, Mount Lawley and Bunbury. These campuses serve the communities of Western Australia and international students.

ECU respects the rights and responsibilities of Aboriginal and Torres Strait Islander people and recognises the continuing association with the traditional custodians of the land upon which its campuses stand and programs operate.

# WHAT MAKES ECU A GREAT PLACE TO WORK?

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**Health and Wellness** – includes cooking demonstrations, annual wellness Expos, free health checks, regular meditation, men's wellness groups and more.

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**Mentoring program** – designed to support you and help you achieve professional development and career goals while at ECU.

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**Staff awards** – recognising the contribution of staff.

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**Staff benefits** – staff discounts and salary packaging on items such as laptops and cars.

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**Cultural and ceremonial leave** – three additional days per year to follow and practise cultural, spiritual or religious beliefs.

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**Cultural awareness and education** – ECU provides training to staff on cultural issues and practices of Aboriginal and Torres Strait Islander peoples, and expects staff acknowledgement and respect for Aboriginal culture.

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**Location** – With campuses close to public transport in Joondalup, Mount Lawley and Bunbury, getting to your workplace is much easier.

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**Flexible working arrangements** – available for a number of roles, including part-time work, working from home and study leave.

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**Family-friendly leave** – generous paid maternity leave, adoption leave and carer's leave.

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**Extra annual leave** – you can purchase up to eight extra weeks leave per year.

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**Family culture** – ECU encourages its staff to maintain a work/life balance which helps you meet family commitments.

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## DR NOEL NANNUP

Elder-in-Residence



Noel came to ECU in 2010 as Cultural Ambassador and Elder-in-Residence. His role includes working as part of the team at Kurongkurl Katitjin, guest lecturer, overseeing cultural content in programs, providing advice for the display of Indigenous artwork ensuring cultural sensitivities are observed, Welcome to Country, mentoring staff, and has worked with the Vice-Chancellor teaching him Nyoongar language to express acknowledgement of country.

Dr Nannup is also involved with the community outside of ECU and takes time Storytelling in a number of settings including schools. Noel is a Camp Uncle as part of an Aspiration Initiative taking groups of Indigenous children on camp where they are saturated with cultural knowledge. He is Director of a language centre, Dandjoo Moordiyap Dabakarn, producing books in the Nyoongar language. Noel also has a passion for mapping storylines and dreaming trails.

Prior to working at ECU, Noel has worked as a National Park Ranger, studied Cultural Heritage Management in order to bring the scientific knowledge and principles of ancient Aboriginal knowledge together, worked with the Department of Conservation and Land Management, and for a while was lecturing at all Perth Universities.



Thankyou to Peter Farmer for the use of his artwork *Boyi Dreaming* throughout this publication.

## JAMES SPURGEON

Team Leader

Student Central, Mount Lawley



I am a young Aboriginal man currently working as a Team Leader at ECU. I get to supervise and lead a small team delivering frontline services to staff and students at ECU's Mount Lawley Campus.

Before joining ECU I worked in a range of jobs in the Tourism and Education sectors. Working at ECU was quite different to any of my previous jobs but the ongoing support and professional development training which I received improved my confidence and enabled me to be successful in applying for a supervisor position.

I have two young children and working at ECU has enabled me to provide them with a good quality life. I have also been able to share my knowledge about the University system with my extended family and other community members which has encouraged them to further their education.

**DELLAS BENNELL**  
Student Coordination  
ECU South West Campus



I started working at ECU South West campus in 2007 as an Indigenous Student Support Officer and found it to be very rewarding to encourage and support our Indigenous students to successfully complete their studies.

I am proud to be living and working in my hometown of Bunbury, it has allowed me to stay connected to family, country and maintain cultural links.

Staff here are very supportive and the ECU campus is set on an ideal location, it's great to step outside the office and see the beauty of local flora and fauna changing with each season.

My role at ECU has also enabled me to plan Indigenous events on campus as well as participate in Nyoongar Community engagement outside of ECU, which both celebrate and highlight our people's achievements.

I am also a member of the ECU's Indigenous Consultative Committee and ECU South West Cultural Activities Committee as well as several Aboriginal Corporations. I enjoy volunteer work within my community which include sport, art and business.

I am determined to continue my education and set new career goals and I believe that ECU can assist me to achieve my goals.

# EMPLOYMENT OPPORTUNITIES – HOW WE ARE DELIVERING ON OUR COMMITMENT

## Aboriginal and Torres Strait Islander Employment Co-ordinator

ECU has a dedicated resource to provide appropriate support if you are looking for work, and for current employees.

Nigel Andrews is our Employment Co-ordinator who can work with you to find a suitable role at ECU. Current employees can contact Nigel if they would like to be involved in a mentoring program or need additional support within the workplace.

### Contacts:

Nigel Andrews Aboriginal and Torres Strait Islander Employment Co-ordinator	(08) 6304 2447
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Christine Gunson Manager, Strategic Human Resources	(08) 6304 2669
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### Types of employment that ECU can offer:

**Cadetship and internship:** opportunities for undergraduate degree or diploma students to undertake paid work experience in a field related to your studies.

**Traineeship:** positions available while you are studying and gaining work experience.

**School-Based Traineeships:** this will allow you to start paid employment while still at school and provides a great opportunity to start preparing for your future.

**Advertised vacancies:** visit our [Employment Opportunities](#) page to see current vacancies.

**Expressions of Interest:** register your expression of interest by sending your resume to [employmentprograms@ecu.edu.au](mailto:employmentprograms@ecu.edu.au)

Your resume will be held on file for six (6) months and actively matched against suitable positions that arise.

## PROFESSOR COLLEEN HAYWARD AM

Pro-Vice-Chancellor (Equity and Indigenous) and  
Head of Centre (Kurongkurl Katitjin)



Colleen commenced work at ECU in 2009. Her qualifications include a Diploma of Teaching, Bachelor of Education, Bachelor of Applied Science in Aboriginal Community Management and Development, and a Post Graduate Certificate in Cross Sector Partnerships from Cambridge University.

For more than 30 years, Colleen has drawn on her qualifications and experiences to provide significant input to policies and programs on a wide range of issues, reflecting the needs of minority groups at community, state and national levels.

She has an extensive background in a range of areas including health, education, training, employment, housing, child protection and law and justice, as well as significant experience in policy and management.

“Having undertaken my teacher training at one of ECU’s predecessors, the Mount Lawley Teacher’s College, I feel like my educational journey has come full circle.

This place holds special significance for me and my family. Both my parents and two siblings have also been teachers, with my father being ECU’s first Aboriginal graduate. Coming to work at ECU was a unique opportunity to give back and to help motivate and influence the next generations of Aboriginal learners.”

At ECU we offer jobs in a wide range of work areas, with conditions that can be tailored to your needs.

For more information about ECU and opportunities for employment you can visit [www.ecu.edu.au/employment-opportunities/aboriginal-employment-opportunities](http://www.ecu.edu.au/employment-opportunities/aboriginal-employment-opportunities) or contact our **Aboriginal and Torres Strait Islander Employment Co-ordinator** (08) 6304 2447.