



Job Profile

First Nations Strategy Lead

Group: People & Governance

Job Summary

<i>To be completed by People and Culture team</i>			
Job Family	Strategy, Change & Planning	Career Stage	F
Job Function	Business Planning and Strategy	Career Stream	Leadership
Coverage <small>EA = Enterprise Agreement ICE = Individual Contract of Employment</small>	ICE	Last Modified Date	16/04/2026
<i>To be completed by Manager ~ (Team Size relates to People Leadership)</i>			
Work Environment	Hybrid	Team Size	2
People Leader	Yes	Indirect Team Size	

Who we are

At Sydney Water, we exist for our customers. We're more than 3,500 people working together, striving to do more and be better—better for the environment, our customers, our people, and our water. Our people are passionate about working together, and driving agility, accountability, innovation, sustainability, and exceptional customer experiences.

Sydney Water is the main provider of water, wastewater, recycled water, and stormwater services in Greater Sydney. Our employees are dedicated to our customers, ensuring services are reliable and affordable, we are proactive and easy to engage with, forward-thinking, and environmentally focused.

Working with us means helping to provide essential services, safeguarding Sydney's future with a sustainable water supply, and protecting our iconic waterways. Our strategy guides our journey to enhance customer outcomes and continue delivering robust services to our city into the future.

Job Purpose

The purpose of this Identified role is to provide culturally grounded, enterprise-level leadership that drives the development, governance, and delivery of Sydney Water's First Nations Strategy, ensuring First Nations perspectives, rights, aspirations, and cultural authority shape organisational decisions, services, infrastructure planning, and community outcomes. The role strengthens Sydney Water's commitment to self-determination, Country-centred practice, cultural safety, reconciliation, and equity by embedding First Nations knowledge, governance, capability, and engagement across all parts of the organisation. This position ensures Sydney Water meets its obligations under Closing the Gap Priority Reforms, the Aboriginal Land Rights Act, whole-of-government frameworks, and Sydney Water's own commitments to Aboriginal employment, procurement, cultural capability, and community partnership. The role exists to ensure Sydney



Water operates as an organisation that respects Country, values cultural authority, and partners authentically with Aboriginal communities, Elders, Traditional Custodians, and Aboriginal Community Controlled Organisations (ACCOs) in the planning, design and delivery of water services that impact their lands, waters and communities. This role will provide expert guidance to leaders and teams to embed First Nations inclusion into all aspects of workforce participation and economic growth.



<p>Job Specific</p>	<ul style="list-style-type: none"> • Lead the co-design, implementation, and continual improvement of Sydney Water’s First Nations Strategy. • Develop frameworks, policies, action plans, annual reporting cycles and long-term roadmaps with community guidance. • Establish culturally appropriate governance structures to ensure accountability and transparency. • Provide authoritative advice to Executives, senior leaders and governance committees on First Nations matters, risks, opportunities, and systemic change. • Champion the uplift of cultural capability across the organisation, ensuring First Nations worldviews are included in decision making • Build strong, respectful relationships with Traditional Custodians, LALCs, Elders, knowledge holders and ACCOs, ensuring their voices guide decisions that impact Country and communities. • Represent Sydney Water in external forums and partnerships, demonstrating leadership in reconciliation, cultural safety, employment, procurement, and community engagement. • Produce high quality reporting for Executive, Board, government agencies and external stakeholders • Develop and deliver a relationship-based community engagement plan across Sydney Water’s operating areas. • Ensure all engagement, policy design and program delivery are culturally safe, trauma informed and community led • Lead initiatives to increase engagement with, and spend on, Aboriginal owned suppliers. • Strengthen supplier diversity frameworks and culturally appropriate procurement pathways. • Advise on cultural considerations in infrastructure planning, environmental programs, customer experience, and corporate strategy. • Identify and escalate risks, opportunities, and systemic issues affecting First Nations communities. • Support the integration of Country centred approaches across major projects and organisational priorities. • Lead the First Nations Strategy Specialist and First Nations Project Support Officer to deliver on the First Nations Strategy project plan.
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Education / Qualifications

Required	<ul style="list-style-type: none"> Relevant tertiary qualifications (e.g., Public Policy, Social Science, Environmental Management, Community Development) OR equivalent cultural knowledge and professional experience. Ability to travel across Sydney Water's operating areas.
Desired	

Certifications / Licences

Required	
Desired	

Experience

Required	<ul style="list-style-type: none"> Aboriginal and/or Torres Strait Islander heritage (this is an identified position and an essential requirement under s.14(d) of the Anti Discrimination Act 1977 NSW or equivalent legislation). Aboriginal and/or Torres Strait Islander person with strong cultural knowledge and established community relationships. Deep understanding of cultural protocols, Lore, community dynamics, and Country based knowledge systems. Demonstrated senior level experience leading First Nations strategy, policy, or programs in a complex organisation. Proven ability to build trusted partnerships with Traditional Custodians, LALCs, Elders, ACCOs and community leaders. Experience embedding cultural safety and trauma informed practice in engagement and service delivery. Experience advising Executives or senior leaders on First Nations matters, systemic risks and opportunities. Strong capability in governance, reporting, risk management and strategic documentation. Experience driving First Nations employment, procurement, community engagement or capability uplift initiatives. Exceptional communication skills, including the ability to translate community voice into actionable organisational advice.
Desired	<ul style="list-style-type: none"> Experience in the water, utilities, environment, natural resource management, or infrastructure sectors. Experience in Country led planning, cultural landscape mapping or Indigenous design approaches.



- Experience with NSW Government frameworks (e.g., Closing the Gap Priority Reforms, NSW Aboriginal Procurement Policy, ALRA NSW).
- Experience developing or implementing Reconciliation Action Plans or equivalent organisational strategies.
- Skills in evaluation, measurement, social impact reporting, or outcomes based frameworks.



Capabilities and Skills

The capability and skill requirements for this role are identified in the skills profile listed below. This is comprised of Enterprise Capabilities, that are essential for all roles and functional skills, which are specific to each role.

Enterprise Capabilities (F-H)			
Capability	Descriptor		
Accountability	Sets direction and motivates others to hold themselves accountable for achieving goals. Leads by example, collaborates, and sets a high standard for accountability and commitment.		
Agility	Creates team culture to encourage agile ways of thinking and working. Role models flexibility and adaptability in teams/business areas.		
Innovation	Improves or adapts existing methods and processes to achieve greater value. Manages risks, is open to and shares lessons learnt with others.		
Functional Skills			
Skill	Priority	Essential or Desirable	Proficiency level
Strategic Thinking	1	Essential	Advanced
Relationship Building	2	Essential	Advanced
Culture Transformation	3	Essential	Advanced
Strategy Execution	3	Essential	Intermediate
Stakeholder Management	4	Essential	Advanced
Advocacy	5	Essential	Advanced
Continuous Improvement Process	6	Essential	Advanced
Interpersonal Communications	8	Desirable	Intermediate
Community Outreach	9	Desirable	Intermediate
Influencing Skills	10	Essential	Intermediate
Proficiency Level Descriptors Developing - Building practical experience, needs continued coaching. Intermediate - Independent execution, minimal guidance. Advanced - Fully independent execution, coaches' others. Mastery - Strategic, sought as expert internally and externally.			

Additional notes

Sydney Water takes the safe provision of its services to the public and the protection of its information assets extremely seriously. As a Sydney Water employee, you are required to understand your obligations under the [Acceptable Use of Information Technology Policy](#) and how Sydney Water's Information Technology is to be used. You must also help keep your workplace secure by ensuring you do not enable non-authorised people access to sites, maintain the integrity of locked entries and exits, and where appropriate, alarms being engaged.

Sydney Water requires all users to embrace and adhere to all enterprise and protective security policies, awareness programs and frameworks for Sydney Water assets.