

# Engagement Officer, Indigenous Electoral Participation Program

---

**Job Reference:** 2026-129 12837

**Work Area:** Communication, Education & Engagement Branch, Service Delivery Group

**Location:** Darwin, NT

**Classification:** APS Level 5

**Salary Range:** \$88,834 - \$96,848 plus 15.4% superannuation.

**Employment Type:** Ongoing, Full Time

**Contact:** Priscilla Lui, [priscilla.lui@aec.gov.au](mailto:priscilla.lui@aec.gov.au) (08 7942 2076)

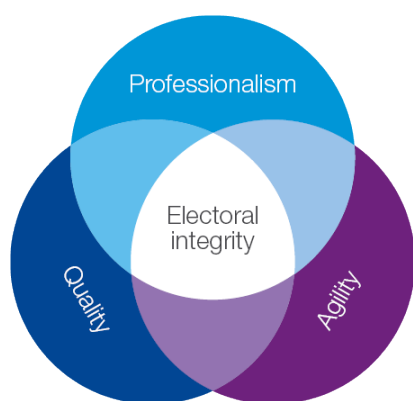
**Due Date:** Thursday 20 August 2026, 11:59pm AEST, 11:29pm ACST

## The AEC

We run elections and referendums.

A federal election is one of the nation's largest, most complex and most scrutinised peacetime logistical events. It has tens of millions of moving parts and happens every three years or so on an unknown date. It takes a lot of detailed planning and this work contributes positively to Australian democracy, culminating in landmark events in the national consciousness.

In between elections there can be by-elections and/or referendums, there will be industrial elections and ballots, we maintain the electoral roll, we help draw electoral boundaries, we administer the financial disclosure scheme and much more.



It's complex, challenging and rewarding – and the Australian Electoral Commission (AEC) is the independent statutory authority established by the Australian Federal Government to perform this crucial work.

Our strategic focus of electoral integrity is achieved through our values of *Quality, Agility and Professionalism*. *These aren't just words to us – we live these values in order to continue to deliver trusted electoral event results for Australian voters.*

## What we offer

We understand the importance of balancing your work and personal life. We help our employees with this through a range of flexible working options and ensuring a supported environment. To assist our people, the AEC provides a suite of comprehensive and holistic employee assistance and wellbeing programs.

We offer our people career development through a range of learning and development opportunities and a study assistance program.

We want our workforce to reflect the diversity of the Australian community. We have supportive diversity networks across the agency. We value the unique qualities, attributes, skills and experiences held by our people.

As an AEC employee you will have access to purchased leave, a paid Christmas/New year shutdown period, competitive pay and conditions including a generous 15.4% superannuation contribution, access to the Employee Assistance Program for you and your family and free annual flu vaccination program.

## The Team

As a member of the AEC's Indigenous Electoral Participation Program, you will have a unique opportunity to lead and support work with community-level partners who help identify and address barriers to First Nations electoral participation.

Working collaboratively across the program, you will contribute your knowledge, expertise and leadership to help make Australian elections more accessible and inclusive for First Nations Australians.

## The Opportunity

**This role is designated as an Identified position. Candidates must have an understanding of the issues affecting Aboriginal and Torres Strait Islander peoples and proven culturally appropriate engagement and communication skills.**

In this role, you will support team leaders to engage with community partners and stakeholders who contribute to improving electoral participation outcomes for First Nations Australians. You will represent the AEC in a range of forums, build and maintain productive internal and external relationships, and support the delivery of initiatives that maximise benefits for Indigenous communities.

The role may involve travel, including to regional and remote locations.

## To excel you'll have:

- An understanding of the issues affecting Aboriginal and Torres Strait Islander peoples.
- Ability to communicate sensitively and effectively with Aboriginal and/or Torres Strait Islander people.

- Experience in working collaboratively with internal and external partners to achieve shared outcomes, contribute positively to team goals, and support a geographically dispersed workforce.
- Demonstrated ability to achieve results in a changing environment by exercising sound judgement, adapting to shifting priorities, and contributing to continuous improvement initiatives.
- Strong written and verbal communication skills, including experience tailoring messages for different audiences and presenting information clearly and appropriately.
- Well-developed organisational skills, including experience managing competing priorities, maintaining accurate records, and monitoring activities to support effective program delivery.
- Ability to analyse information, identify issues and risks, and contribute to practical solutions, including escalating matters appropriately and supporting informed decision-making.
- Experience in managing or supporting agreements, partnerships or stakeholder arrangements, including identifying and addressing potential risks and contributing to positive outcomes for all parties.

#### Desirable

- Relevant qualifications in Indigenous studies, community engagement, education, or a related discipline.
- Knowledge of, or the ability to quickly acquire knowledge of, relevant legislation, policies and programs.

## Apply Now

### [Engagement Officer, Indigenous Electoral Participation Program - Vacancy Details – Aurion](#)

The AEC is committed to creating a diverse environment and is proud to be an equal opportunity employer.

You will need to provide:

- an up-to-date resume (two pages maximum)
- a two-page pitch outlining how your skills, knowledge, experience, and qualifications make you the best person for this opportunity.

All applications for this role must be submitted through the AEC jobs portal link listed above prior to the closing date.

## RecruitAbility

This scheme aims to attract and develop applicants with disability and also facilitate cultural changes in selection panels and agency recruitment.

If you are a person living with disability and opt into the scheme; you are required to declare you have disability; and must meet the minimum requirements of this vacancy. Once these requirements are

met, you are advanced to a further stage in the selection process. Merit remains the basis for engagement and promotion.

You do not need to provide further information about your disability.

For further information visit the [APSC website](#).

## Artificial Intelligence

*Use of Artificial Intelligence (AI) tools in the recruitment process.*

The AEC may use the AI tool 'Microsoft Copilot Chat' for low-risk administrative purposes. All outputs are reviewed and approved by a human and will not influence selection decisions. The AEC may use AI for drafting and refining recruitment documentation and general administrative support. The AEC will not use AI in any assessment or decision-making, including screening, shortlisting, or evaluating candidates. Candidate personal information will not be entered into AI tools, and AI transcription will not be used.

The AEC also sets clear expectations for candidate use of AI tools in accordance with the [APSC Guide to managing candidate use of AI in recruitment](#). Candidates may use AI tools to assist with drafting application materials, such as resumes and pitches, provided all content is an accurate and truthful reflection of their own skills, experience, and capabilities in line with [the APSC Principles for candidate use of AI in recruitment](#). AI must not be used in any written assessments, work samples, or during interviews (including real-time responses). Candidates may be required to discuss, verify, or demonstrate the claims made in their application as part of the assessment process.

## Australian Citizenship

All positions in the AEC require employees to be Australian citizens and is a condition of engagement.

Information on Australian citizenship including how to obtain evidence of Australian citizenship is available from the [Department of Home Affairs](#).

## Politically Sensitive Position

It is an inherent requirement of employment at the AEC that employees must be, and must be seen to be, impartial and politically neutral. Any person who is active in political affairs or referendum issues, may compromise the strict neutrality of the AEC and will be ineligible for employment with the AEC. This requirement is outlined in the AEC Enterprise Agreement and Political Neutrality Policy.

## Security Requirements

Some positions may require an applicant to gain and maintain a security clearance in addition to pre-employment screening.

This position does not require candidates to obtain and hold a security clearance.

Pre employment screening includes a check on police records, identity checks and political neutrality checks. Assessments to uphold suitability form part of all positions at the AEC.

For more information, please see the [Australian Government Protective Security Policy Framework](#).

## Merit Pool

Candidates deemed suitable but not offered a position may be placed in a merit pool for up to 18 months from the advertisement date. The AEC will retain any merit pool created from this vacancy for an initial period of 6 months to fill similar vacancies before making it available to other APS agencies.