

Case Study

Julalikari Council Aboriginal Corporation

The Challenge – Remote indigenous-led organisation requiring specific skills and experience

Recruitment of an Employment and Training Officer

Julalikari Council Aboriginal Corporation has been established for over 30 years and serves to alleviate poverty and improve the wellbeing of the Aboriginal people of Tennant Creek and surrounding homeland communities. As well as providing a range of housing, community and social services, the Council was the largest employer in Tennant Creek.

In 2018, Julalikari Council Aboriginal Corporation approached Parkhouse Bell to assist with recruiting an Employment and Training Manager.

This position would play a central role in helping Julalikari consolidate existing business, develop and build new business and increase its market position through a variety of approaches, whilst maintaining the delivery of its services to its client group.

Parkhouse Bell prepared a recruitment proposal which outlined the approach we would take to the search for the niche market for an ideal candidate who would be accepted by the Council leaders.

This search needed to take into account the remote geographic location of the role which was going to narrow the field of potentially suitable candidates. The Council were also very specific about the characteristics required in the successful candidate and the experience they needed to be considered for the role. Consequently, during the market mapping phase of the search, our Head of Research focussed on organisations that delivered similar services to indigenous clients. During preliminary interviews with potential candidates we particularly explored their motivation for being interested in the role and their ability to commit to the roles on a long-term basis, bearing in mind the remote and isolated environment and cultural sensitivities.

A successful appointment was made by Julalikari and the Employment and Training Officers continues the important work of the Council.