



ISSUE 17 • JULY 2023

NNTAC JULY NEWSLETTER

Welcome to the Ngadju newsletter, our mission, as ever, remains steadfastly dedicated to serving the best interests of the Ngadju community. We are anchored by values that guide every aspect of our work.

Culture lies at the heart of our endeavours. The rich history, culture, and deep connection to Ngadju land shape every decision we make, reflecting our commitment to honouring Ngadju roots while forging a path towards a prosperous future.

We act in the best interests of the Ngadju native title rights on behalf of all members of the community. Our work continues to be centred on preserving and protecting Ngadju heritage and culture.



Native Title
Aboriginal
Corporation

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LEADERSHIP OPPORTUNITY:

SEEKING NNTAC CEO

Perth or Norseman, WA based.

We are delighted to announce an exceptional career opportunity within NNTAC. We are currently seeking to fill the position of Chief Executive Officer (CEO), based in Perth or Norseman, Western Australia.

This role provides a significant opportunity for an individual with executive experience in the native title or cultural heritage sector and a passion for working with Aboriginal communities to make a profound impact.

Please read further for more details about the role, key requirements, and the application process.

The Federal Court of Australia granted Native Title to the Ngadju people in 2014 and 2017. The Ngadju people's traditional ownership of 102,000km² of land surrounding the town of Norseman was recognised including exclusive native title rights to 41,300kms.

Our efforts support and provide development opportunities for all Ngadju members. Our aim is to build sustainable lives for this and future generations whilst remaining focussed on culturally respectful outcomes and connections to country.

We are committed to delivering improved outcomes for both Ngadju people and the wider community.

About you

You will have worked in the native title or cultural heritage sector, and have experience managing at an executive level. You will have experience working with Aboriginal people and communities.

About the role

The CEO is responsible for the day-to-day management of the corporation under the direction of the directors. Reporting to the directors, the key focus areas of the CEO position are to:

- Effectively manage and protect the native title and cultural heritage rights and interests of the Ngadju people.
- Implement the strategic direction of Ngadju Native Title Aboriginal Corporation RNTBC, as directed by the corporation's directors.
- Advise the directors on specific and legislative issues at a corporate governance level.
- Ensure the corporation's operations are consistent with the visions, plans, objectives and policies approved by the directors.
- Oversight of the day-to-day operations of the corporation.
- Pro-actively manage relationships with key stakeholders including the members, industry bodies, contractors, mining companies, trustee services, ORIC, media and other relevant corporations and agencies.
- Work side by side with the directors to provide mentoring on best practice governance and financial management.
- Oversight of financial and operational budgeting, forecasting and reporting, and human resources.





Essential criteria

- CEO/senior management experience working in an Aboriginal organisation or with Aboriginal people.
- Tertiary qualifications in business, law, commerce, native title, community development or a related discipline and/or significant relevant work experience in these fields.
- Strategic decision making skills.
- Understanding of financial management at a senior level.
- Ability to lead in communicating in high level meetings, committees and forums within Aboriginal communities, government departments, and the resources sector or not-for-profit sector.
- Highly developed interpersonal skills including report writing and negotiation skills.
- Experience in administering Aboriginal cultural heritage laws and native title legislation.
- Ability to cultivate strategic alliances and positive relationships and to effectively represent and advocate and negotiate for the corporation.
- Ability to promote a work environment that empowers, motivates and develops the diverse talents of all employees, ensures an optimum level of appropriately skilled employees and maximises staff performance.

- Ability to communicate effectively with Aboriginal people and communities with intimate knowledge of Aboriginal cultural diversity and communication processes.

Other practical requirements:

- Current C class drivers licence
- Satisfactory national police check.

Salary package

A generous total remuneration package is available that allows flexibility to incorporate benefits and allowances. Salary packaging is also available.

To Apply

To gain a copy of the application pack and discuss the role please email Jodie Rowell at **jrowell@hmsolutions.com.au**

All applications should contain a CV and a cover letter stating how you meet the criteria of the role. Please send to:

Jodie Rowell at jrowell@hmsolutions.com.au

Applications close 13 August 2023

Applications will be assessed as received and interviews scheduled accordingly.





INTRODUCING DAVID SCOTT GRAHAM AS OUR NEW PERMANENT SENIOR HERITAGE OFFICER

We are thrilled to announce the appointment of **David Scott Graham, fondly known as “DayBoy,”** as our new permanent Senior Heritage Officer. Born and raised in Norseman, David is an esteemed member of our Ngadju community. His fervor for preserving our Ngadju heritage and dedication to imparting this knowledge to our younger generations have significantly shaped his successful career. David’s professional journey includes key roles such as a PBC Director and a Heritage Liaison Officer (HLO), demonstrating his wealth of experience in the field.

David has been an integral part of the Ngadju community since 2017, exhibiting exceptional commitment and proficiency in his roles. He is a proud husband, father of four, and grandfather to seven wonderful grandchildren. David’s experience spans over 30 years conducting heritage surveys and seven years as an HLO, emphasising his long-standing dedication to our community.

In his new role as a Senior Heritage Officer, David will be responsible for advising and reporting to the NNTAC Land Access Manager on matters concerning protecting and recording our heritage. His duties will include participating in and leading Ngadju’s involvement in heritage surveys and monitoring activities, ensuring their safe and efficient execution.

David will also act as the primary contact for NNTAC during field activities and will coordinate with other NNTAC Heritage Officers and companies to ensure compliance with Ngadju heritage protection agreements.

Furthermore, he will oversee the on-ground performance of consultants, proponents, and heritage surveyors and manage proponent compliance with Ngadju native title agreements, as required.

Aside from his formal duties, David thoroughly enjoys participating in surveys with the Ngadju people, sharing our rich heritage, and teaching about our land’s significance. He also relishes his role as a teacher and mentor to the younger generation, fostering their interest in keeping the Ngadju heritage alive and vibrant.

Let’s extend a warm welcome to David in his new role. We look forward to benefiting from his extensive knowledge and experience and hope his contributions will guide future generations in preserving and celebrating our heritage.





HERITAGE UPDATE PROGRESS & NEW DEVELOPMENTS

We're excited to share the latest developments and successes from our Heritage Department as we continue to work towards protecting and celebrating our rich Ngadju heritage.

Fieldwork accomplishments: The 2023 fieldwork season has been particularly fruitful, with a successful completion of 28 surveys and/or monitoring fieldwork sessions. We commend the outstanding efforts and involvement of approximately 61 Ngadju survey participants in these sessions, whose dedication and passion have been instrumental in these achievements.

New additions to the heritage team: We were delighted to welcome Elveena Woods and Barry Graham Snr to the heritage team in June 2023. Both have assumed the role of Heritage Liaison Officer, further strengthening our capacity to protect and nurture our heritage. We look forward to their contributions in their new roles.

Establishment of LACHS: The introduction of the *Aboriginal Cultural Heritage Act 2021* has given birth to the Local Aboriginal Cultural Heritage Services (LACHS). LACHS provide Aboriginal people with a statutory role in managing and safeguarding local Aboriginal cultural heritage. This initiative has brought decision-making power to Aboriginal people locally, strengthening our capacity for self-determination.

NNTAC's Initiative to become a LACHS: In light of these developments, NNTAC is proud to announce that we are collaborating with an outsourced specialist to become a LACHS. This exciting step forward aligns with the new *Aboriginal Cultural Heritage Act 2021* and will provide us with further opportunities to preserve and protect our unique cultural heritage.

Upcoming fieldwork season: We are gearing up for an exceptionally busy upcoming fieldwork season. As always, we're committed to ensuring our activities remain fruitful and effective in preserving and understanding our Ngadju heritage.

Drug and alcohol testing: Ensuring the safety of our staff and the reputation of NNTAC is a high priority for us. Heritage workers are working on mine sites and in remote and harsh locations, where there are many dangers. They therefore need to be attentive and fully aware of what they are doing at all times. The reputation of NNTAC could also be damaged if any of our staff were under the influence of drugs or alcohol while at work. We are therefore introducing random drug and alcohol testing for all NNTAC staff in the Perth and Norseman offices, and for cultural heritage workers. These will commence in the next two weeks and will be random. Results of tests will remain confidential but if a worker tests positive they will not be able to remain at the workplace or on a survey and will need to take leave until a negative test to drugs and alcohol is provided. **If anyone has an addiction and requires counselling or treatment, please contact our HR Manager, Diana Rey - diana.rey@nntac.org.au.**





OUR INFORMATION MEETING RECAP

We are pleased to report the successful conclusion of our NNTAC Information meeting held on 31st May 2023 at Norseman Town Hall. This gathering was of considerable significance given the recent period of transition NNTAC has undergone.

The meeting served as an essential platform to communicate changes, update our members on ongoing projects, and enhance the understanding of our endeavours. It provided a valuable opportunity for the community to learn more about the works undertaken by NNTAC and to directly engage with mining proponents working with us.

We were privileged to host presentations by several key organisations including Fortescue Future Industries Pty Ltd, Karora Resources, St Ives, Pantoro, and IGO.

These interactions fostered a spirit of openness, facilitating a productive dialogue on work progress and plans.

We extend our heartfelt gratitude to everyone who attended this crucial meeting. Your participation is a testament to the strength of our community and our shared commitment to NNTAC's vision. We also extend our special thanks to the Ngadju community members and the dedicated team at NNTAC, whose invaluable contributions ensured the success of this event.

Further information meetings will be held in Perth, Esperance, Kalgoorlie and Geraldton in the remainder of the financial year. Dates and locations will be published on the NNTAC website when they are confirmed.





MEMBERSHIP CORNER

NNTAC continues to receive a large number of new membership applications from Ngadju people wanting to be part of the corporation. Under the NNTAC rule book membership applications are first considered by the elders advisory group (EAG). The EAG members are appointed by Ngadju families to consider important matters such as membership and cultural heritage. The EAG has decided that they will only consider membership applications if the EAG member representing the family of the person applying for membership is present at the EAG meeting. Families should therefore encourage their EAG representative to attend all EAG meetings. When a membership application is endorsed by the EAG it is then submitted to the following directors' meeting for approval.

A large number of membership applications received by NNTAC are incomplete or unsigned. It is important that all parts of a membership application are completed. The EAG will not consider membership applications if they are incomplete or unsigned

BECOME A MEMBER:

A gentle reminder that membership applications can now be submitted online. Simply go to our website at www.nntac.org.au and select the "Ngadju Members" section. From there, you'll find a link titled "Apply for your membership", which will guide you through the process step by step.

NEED ASSISTANCE?

If you encounter any challenges during your application submission or have any other membership-related queries, please feel free to contact us. You can get in touch with us through the "Contact Us" option available on our website. Alternatively, our dedicated Membership Officer, Davine Graham, is based at our Norseman office and is always able to assist Ngadju people with membership applications



DAVINE GRAHAM

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EMAIL: membership@nntac.com.au

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MEETING NOTICE

NGADJU MIA WAMU (WAD 180/2021)

CLAIM GROUP MEETING

Date: Tuesday, 15 August 2023

Venue: Norseman Town Hall, Prinsep Street, Norseman WA 6443

Registration: 9am to 10am

Start Time: 10am

Finish Time: 4pm

BACKGROUND

NTS Goldfields Ltd ('NTSG') is arranging this meeting to provide an update on the Ngadju Mia Wamu native title claim.

PURPOSE

The purpose of the meeting is:

1. To **discuss and make decisions about** the progress of the Ngadju Mia Wamu native title claim.
2. To **consider and make decisions about** the Ngadju Mia Wamu Applicant's **proposal for mediation with Ngadju Native Title Aboriginal Corporation** (NNTAC) and the State of Western Australia.
3. To **hear a presentation from representatives of NNTAC and make decisions about** (see proposed NNTAC resolutions).
 - proposed amendments to NNTAC heritage agreements; and
 - seeking designation of NNTAC as a local aboriginal cultural heritage service for the Ngadju determination area and Ngadju Mia Wamu claim area for the purposes of the *Aboriginal Cultural Heritage Act 2021* (WA).
4. To **discuss and make decisions about** the proposed amendments to the NNTAC heritage agreement.
5. **General business.**

PROPOSED NNTAC RESOLUTIONS:

1. The Ngadju Native Title Holders resolve to:

- a. adopt the updated Standard Ngadju Heritage Protection Agreement tabled at the meeting as the Ngadju Preferred Standard Heritage Protection Agreement;
- b. in accordance with the Native Title (Prescribed Body Corporate) Regulations 1999 (Clth), provide standing instructions to the NNTAC Board to enter into agreements regarding the grant of exploration and prospecting licences and miscellaneous licences for low impact infrastructure within the Ngadju Determination Area, provided that the terms of those agreements are substantially the same as the Ngadju Preferred Standard Heritage Protection Agreement;
- c. authorise NNTAC or its appointed agent to lodge objections to the proposed application of the expedited procedure to prospecting and exploration licence applications, and objections to applications for low impact infrastructure miscellaneous licences; and
- d. authorise NNTAC to withdraw any objections as referred to in (c) above in circumstances where an agreement of the kind referred to in (b) above has been executed or NNTAC forms the view that finalising such an agreement is not commercially achievable and pursuing the objection is not considered appropriate.



2. The Ngadju Native Title Holders resolve to:

- a. adopt the Non-Standard Ngadju Heritage Protection Agreement tabled at the meeting for use in small scale/low risk operations; and
- b. provide standing instructions to the NNTAC Board to enter into agreements regarding such small scale/low risk operations provided that the terms of those agreements are substantially the same as the Non-Standard Ngadju Heritage Protection Agreement.

PEOPLE INVITED TO ATTEND THIS MEETING

The following persons, being Ngadju Mia Wamu claim group members, are invited to attend this meeting:

1. The biological descendants of:
 - a. Belang (Bilanj, @ Jinny);
 - b. Minnie and Tuumi;
 - c. Karitjabana and Ngilinj;
 - d. Kakaanj;
 - e. Mary Kuuban (Kuubanj);
 - f. Djurdilj and Djalubulj;
 - g. Djaruptjal and Tjupu;
 - h. Diamond and Lucy;
 - i. Linesman Jacob;
 - j. Wicker (Wika);
 - k. Peter Flynn;
 - l. Maggie and Jumbo; and
 - m. Polly Raylinya.
2. Those persons adopted by the biological descendants in accordance with Ngadju tradition and custom. (Adoption, under Ngadju tradition and custom, refers to the situation where a child is 'grown up' by a relative or someone without a biological relationship, either because they have been 'gifted' to them, or left in their care, as the biological parents are not in a position to care for them. This applies regardless of whether or not the child has been formally adopted under the non-Aboriginal legal system).

Morning tea, lunch, afternoon tea, tea and coffee will be provided for invited Members only.

TRAVEL ASSISTANCE

A contribution of up to \$400 will be paid to members of the claim group who attend the meeting from outside of Norseman. The maximum travel allowance will only be paid to those people who attend the meeting from a distance further than 500kms. All other attendees will be paid a pro-rata amount that will be displayed at the meeting.

Travel allowance is paid per vehicle and to claim the travel allowance you will need to be present for the entire meeting. NTSG staff may ask to see your driver's license, your vehicle registration or the vehicle itself.

Travel allowance will be paid from our bank account at the end of the meeting. NTSG reserves the right to vary the amount of travel allowance, at its absolute discretion.

For any questions about travel assistance please contact the NTSG Perth Office on (08) 9331 0100.

CONTACT

For any queries, please contact the **NTSG Perth Office on (08) 9331 0127, or freecall 1800 413 942.**

