

Empowering Indigenous Australian professional staff at QUT

We are dedicated to providing an environment that is culturally safe and empowering for Indigenous Australians.

Our whole-of-university commitment is embodied in the *QUT Indigenous Australian Employment Strategy* and our enterprise agreement for professional staff. We recognise and respect the cultural knowledge, expertise and perspectives that Indigenous Australian professional staff bring to their university roles. Their contributions greatly enhance the intellectual and cultural richness of our university and its community.

QUT commits to providing Indigenous Australian staff with career opportunities which support and develop their personal and professional aspirations. We are committed to achieving a university-wide target of 3.6 per cent Indigenous Australian staff and are investing in resources to attract, retain, support and develop Indigenous Australian talent.

The QUT difference

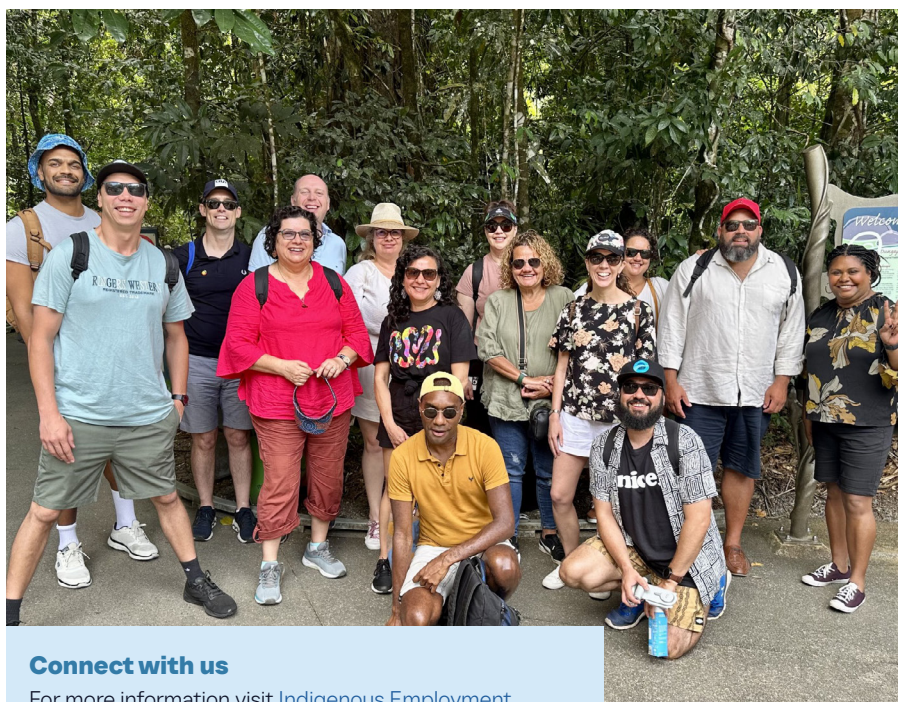
We are committed to fostering a strong sense of community and solidarity among all Indigenous Australian staff across the university. We achieve this through:

- **Coffee and yarning**, informal monthly catchups over coffee
- **Message Stick**, a monthly e-newsletter for all Indigenous Australian staff
- **Regular lunch gatherings**, bringing together Indigenous Australian staff
- **Student and staff gatherings**, creating spaces for connection
- **Cultural events and activities**, opportunities to participate in cultural events both on campus and in the community
- **Campus to Country**, connecting our built environment to Country
- **Consultation**, seeking Indigenous Australian perspectives on university initiatives.

QUT recognises the important cultural obligations and commitments of Indigenous Australian staff and offers up to **five days of cultural and ceremonial leave per year** to attend cultural events, address matters of native title or reconnect with Country.

Beyond these initiatives, QUT staff enjoy a range of benefits designed to help them thrive in their career and maintain wellbeing, including:

- competitive salary and benefits, with up to 17 per cent employer superannuation contributions
- the Employee Assistance Program, a confidential counselling service
- discounted private health insurance with Bupa and Medibank Private
- discounted membership to on-campus gyms, pools and Fitness Passport program
- study assistance and professional development opportunities.



Connect with us

For more information visit [Indigenous Employment](#) or contact indigenousemployment@qut.edu.au

Bianca Hill-Jarro, Kabi Kabi and Wakka Wakka woman

Indigenous Project Officer, Faculty of Business and Law

'Working at QUT has been incredibly rewarding. I know from personal experience that Indigenous Australian staff play a pivotal role in supporting students through their studies.'

This has been a unique opportunity to give back to community as we continue to grow the number of mob completing tertiary studies.

I have worked at QUT for more than 10 years. The supportive culture, opportunities for growth and commitment to making a real difference have made every day fulfilling.'