

Maliyan Program

Department of Communities and Justice
Law Reform and Legal Services



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Acknowledgement of Country

The Department of Communities and Justice acknowledges the Traditional Custodians of the lands where we work and live. We celebrate the diversity of Aboriginal peoples and their ongoing cultures and connections to the lands and waters of NSW.

We pay our respects to Elders past, present and emerging and acknowledge the Aboriginal and Torres Strait Islander people that contributed to the development of this brochure.

We advise this resource may contain images, or names of deceased persons in photographs or historical content.

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1 Maliyan Overview

1.1 About Maliyan

In Aboriginal culture, Maliyan is significant in dreaming stories and how one relates to culture, kinship and connection, through stories that have been passed down from generations to generations. In Wiradjuri language, Maliyan means Wedge-tailed Eagle.

<https://www.abc.net.au/news/2021-05-03/indigenous-astronomy-wiradjuri-dreaming/100110328>

1.2 About the Artwork

The Artwork developed for DCJ - Law Reform and Legal Services - Aboriginal Graduate Experience Program – **Maliyan**.

The artwork represents a very important part of Dreaming, ‘Maliyan’ (Wedge-tailed Eagle) symbolising power, in the ability to rise above, seeing and understanding all. Possessing acute vision, Maliyan has a higher perspective on life and the ability to see the bigger picture. Maliyan’s wingspan represents opportunity to spread your wings, face challenges head on, learn, grow, and embrace the journey ahead.



The purple and green colour surrounding Maliyan represents women’s colours, Mother Earth and matriarchal lineage.

The multiple colour palette outer area of the image represents the diversity of cultures, merging cultures and the coming back to country.

The concentric circles represent the relationships formed, collaboration, yarning circles and a real opportunity for reciprocal knowledge sharing, shaping real impact on the futures of others.

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2 Program Overview

The Maliyan Program provides Aboriginal and Torres Strait Islander Law Students and Graduates opportunities to begin their legal career within the Law Reform and Legal Services Division (LRLS) Division of the Department of Communities and Justice (DCJ).

The Maliyan Program is composed of the following two streams:

- Students undergoing their legal studies to participate in cadetship placement for 12 months, part time (14 hours per week) throughout their university studies each year.
- Graduates who have completed their legal studies to undertake employment in a graduate placement for a period of 24 months initially with an ongoing role upon successful completion of the program.

Participants undertake paid employment alongside legal professionals within LRLS to gain legal experience across a broad range of areas in community support and justice initiatives. Participants will be connected to legal professionals and provided the opportunity to create and expand their professional networks and skills.

Through the division's work with the NSW Aboriginal community, participants have a unique opportunity to work in positions that support Aboriginal communities throughout NSW and shape the future of NSW alongside a growing network of Aboriginal employees within DCJ.

3 A Word from our Deputy Secretary

What I love most about LRLS is our team of diverse, highly skilled employees. Our division has almost 500 employees across a wide range of teams who passionately provide services to vulnerable members of the NSW community. I really value the depth of knowledge of our people in the division and their dedication to engaging with and improving the lives of communities within NSW.

I am looking forward to the Maliyan program participants providing us a broader perspective on issues affecting the NSW community. We strive to create a workforce that is diverse and inclusive to reflect the values of the NSW public in our decision making. I hope that the participants learn a lot and take pride in their contribution to delivering legal services and reform to the NSW public. And I hope that we are all able to learn from the participants and apply those lessons moving forward.

Paul McKnight – Deputy Secretary, Law Reform and Legal Services.

4 Why join the Maliyan Program?

Our program offers the opportunity for participants to have input into the area in which they are interested in working and provides the opportunity for rotations throughout various teams and portfolios to ensure participants develop broad skills and can explore which area they wish to focus on throughout their career.

Our work at DCJ is centred around serving the NSW community to improve outcomes for communities. Participants can contribute to this extremely valuable work.

DCJ provides inclusive, diverse workplaces to represent the diversity of the NSW community. Managers across DCJ and the LRLS implement practices and strategies to ensure workplaces are inclusive for everyone.

DCJ and LRLS implement culturally safe practices. Managers and staff are provided with training to ensure all workplaces are culturally safe and our Aboriginal and Torres Strait Islander employees are supported culturally.

Participants will be supported in applying for permanent roles within the LRLS division and the broader department. All graduates who successfully complete the Maliyan Program will be provided with ongoing opportunities within LRLS.

5 Flexibility

Flexible work opportunities are available and may include working remotely or in our various offices throughout NSW. Roles are designed to suit individual circumstances.

Graduate positions can be full time or part time.

Cadets can opt to complete their cadetship at dates that are suitable to their study calendar and their managers, within the calendar year. Commencement dates are flexible.

6 Support

Participants will be supported through their placements with one-on-one mentoring and support from the program coordinator. Participants will be working within teams with supportive managers and co-workers and will have the opportunity to participate in structured learning and training programs throughout their placements.

Participants will have the opportunity to network with DCJ employees, as well as graduates and students participating in similar graduate and cadetship programs throughout the NSW Government.

6.1 DCJ Aboriginal Employment Strategy

DCJ acknowledges and values the richness of Aboriginal and Torres Strait Islander cultures. We recognise the contributions and expertise that our Aboriginal and Torres Strait Islander employees bring to our organisation, and our capacity to deliver culturally sensitive and responsive programs and services to our community.

To build the understanding and skills needed, we must improve the workforce participation of Aboriginal and Torres Strait Islander people through attraction and retention strategies and career opportunities, and by improving the overall cultural capability of our entire workforce.

To achieve this progress, we have set ourselves clear employment representation and inclusion targets in this [DCJ Aboriginal Employment Strategy 2021-2025](#), which also details the range of actions we will undertake to support these ambitions.

Professional development programs:

- Aboriginal Talent Pipeline development and mentoring program
- Aboriginal employee networking
- Opportunities for Aboriginal staff to attend events and activities that celebrate Aboriginal culturally significant days, such as NAIDOC Week, National Sorry Day, Apology Anniversary, Close the Gap Day and Reconciliation Week.

7 Roles

Our roles will be within the following teams of the LRLS division:

- Policy, Reform & Legislation (PRL)
- DCJ Legal.

However, there may be opportunities for roles within other branches throughout the division should these be an area of interest.

7.1 Policy, Reform and Legislation

The Policy, Reform & Legislation (PRL) Branch is responsible for ensuring that DCJ's legal and policy framework is aligned with the government's current priorities. We also provide high level expert policy advice and support to the Ministers, DCJ and other departments across government in providing effective community services and programs.

The PRL Branch is comprised of a Criminal Law Specialist and five key policy teams:

1. Criminal Justice System
2. Law Enforcement Crime
3. Civil Justice Vulnerable Communities & Inclusion
4. Courts Access to Justice & Regulatory
5. Law Reform Commission & Sentencing Council Secretariat.

7.2 DCJ Legal

DCJ Legal is responsible for ensuring the common law and statutory powers of the Attorney General are exercised in accordance with the law. We support and provide professional, independent legal advice, representation and advocacy to the Attorney General as the First Law Officer of NSW, the Minister for Families and Communities and Minister for Disability Services, other portfolio Ministers, Department Executives and divisions.

Participants will be part of a strong and diverse team of approximately 325 staff, delivering services in 27 locations across the state through the following eight practice areas:

1. Commercial and Property
2. Child Protection
3. Civil Litigation, Dispute Resolution and Public Law
4. Community Protection
5. Open Government, Information & Privacy
6. Legal Operations
7. Inquests, Inquiries and Representation
8. Office of the Surveillance Devices Commissioner.

Our regional office locations include Albury, Ballina, Coffs Harbour, Dubbo, Gosford, Kempsey, Lismore, Mayfield (Newcastle), Newcastle, Nowra, Orange, Tamworth, Tweed Heads, Wagga Wagga, Wollongong, Wyong.

8 Future Steps

Throughout the program, participants will be notified of upcoming available roles within LRLS and the broader department. Participants will be supported in preparing and applying for suitable roles within the department.

There are many possibilities for career progression into varying roles in a wide range of teams throughout LRLS and the broader department.

Participants will benefit from support and networking from a group of alumni who have completed graduate programs and cadetships within the LRLS previously. Participants of the program are encouraged to continue being a part of the alumni group after completing the program to meet with future participants.

9 Cadetship

The cadetship stream of the program is an excellent way to expand your employment and academic skills. It provides the opportunity for currently enrolled students to undertake paid employment within the division for a period of 12 months part time (14 hours per week). Participants will have the opportunity to work in our LRLS division and gain legal professional experience while receiving support from mentors with their cultural commitments and studies.

Participants in the cadetship program will be supported to transition to the graduate stream of the program and upon completion of the graduate program, into full time employment.

9.1 Essential Requirements

- Aboriginal or Torres Strait Islander
- Enrolled in or completing legal studies (full or part time), including:
 - Undergraduate law degree
 - Combined undergraduate law degree
 - Post graduate legal degree
- Great written and verbal communication skills
- Willingness to learn on the job
- No previous legal work experience is required.

9.2 Salary

Competitive salary is offered. For further information, contact annie.macleod@dcj.nsw.gov.au.

10 Graduates

The graduate stream of the program is a great way to commence your legal career in a supportive, progressive environment. It provides the opportunity for applicants who have recently completed their legal studies or are undergoing their Graduate Diploma of Legal Studies (PLT) to work in various position within the program for 24 months and ongoing.

Graduates will be supported in applying for permanent employment within LRLS and upon successful completion of the graduate program, will be provided with ongoing employment opportunities within LRLS.

Participants undergoing the PLT program will have the opportunity to complete the practical component as part of their employment.

Participants will have the opportunity to rotate across multiple positions within the LRLS division to develop their areas of interests and explore their preferences for future long-term career opportunities. Participants will be provided with regular employment support and mentoring, as well as cultural support.

10.1 Essential Requirements

- Aboriginal or Torres Strait Islander
- Completed undergraduate or postgraduate studies within the past 12 months of application OR will be completing undergraduate studies within the next three months after application
- Excellent written and verbal communication skills
- Ability to manage time effectively to meet conflicting deadlines
- Willing and enthusiastic to learn on the job
- No previous legal work experience is required.

10.2 Salary

Competitive salary is offered. For further information, contact annie.macleod@dcj.nsw.gov.au.

11 How to Apply

Once roles open, they will be posted on <https://iworkfor.nsw.gov.au/>

Applications must be submitted through the NSW role posting link to be considered.

12 Proof of Aboriginality

The Maliyan program is intended to address social, educational and employment issues that Aboriginal and/or Torres Strait Islander People in NSW face as the result of past removal policies, high incarceration rates, inadequate educational, employment and health services.

The identity confirmation process for Aboriginal people seeks to establish that someone:

- is of Aboriginal and/or Torres Strait Islander descent, and
- identifies as an Aboriginal and/or Torres Strait Islander person, and
- is accepted as a such by the Aboriginal and/or Torres Strait Islander community.

Having Aboriginal and/or Torres Strait Islander identity is something that is personal to the individual, and they do not need a letter of confirmation to identify as an Aboriginal person.

However, all Australian government jurisdictions presently require people to provide proof or confirmation of their identity when applying for Aboriginal-Identified roles, as well as applying for services or programs such as Aboriginal and/or Torres Strait Islander health and wellbeing services.

These services and programs are intended to help address the inequalities that Aboriginal people face because of past government policies, inadequate health care and lack of educational and employment opportunities. Requiring confirmation of heritage is about honouring this intention and ensuring that Aboriginal-specific services and programs are being received by those intended, Aboriginal and/or Torres Strait Islander people and communities.

How do I ask someone to confirm their Aboriginal and/or Torres Strait Islander heritage?

The following **three criteria** are used to confirm whether a person is Aboriginal and/or Torres Strait Islander:

1. Being of Aboriginal and/or Torres Strait Islander descent
2. Identifying as an Aboriginal and/or Torres Strait Islander person
3. Being accepted as such by the community in which they live, or formerly live

Applicants must therefore be, Aboriginal and/or Torres Strait Islander, Australia's First Nation people to apply for this role. Confirmation of Aboriginality must be uploaded to be considered for the role as follows, either will be accepted:

- Confirmation of Aboriginality form
- Written confirmation from 2-3 Aboriginal organisations within the community in which you live/work, which addresses the three criteria listed below:
 - is of Aboriginal and/or Torres Strait Islander descent, and
 - identifies as an Aboriginal and/or Torres Strait Islander person, and
 - is accepted as a such by the Aboriginal and/or Torres Strait Islander community.

For the nature of the work within DCJ, it is fundamental that the candidate/s have a demonstrated strong understanding of Aboriginal people, **lived experience, culture, communities, organisations, ways of working and history.**

Please contact the Aboriginal Program Coordinator annie.macleod@dcj.nsw.gov.au with any questions.

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