
FIRST NATIONS ADVISORY GROUP (FNAG) POSITION DESCRIPTION



POSITION SUMMARY

The First Nations Advisory Group (FNAG) is Orygen's principal source of cultural authority on matters affecting Aboriginal and Torres Strait Islander young people in youth mental health. The FNAG provides independent guidance and advice to the First Nations Team, First Nations staff and Orygen's leadership at every level of Governance.

The FNAG provides strategic advice but has no operational decision-making authority. Its guidance supports the implementation, monitoring and continuous improvement of the [Cultural Strengthening Plan 2026–2029](#) and [Orygen's Statement of Commitment to First Nations Australia](#).

The FNAG will draw on First Nations leadership, knowledge and lived experience and FNAG members will provide expert advice across Orygen's research, policy, clinical services, training and digital innovation. This advice helps to ensure that organisational decisions, policies, research, services and workforce initiatives are culturally safe and responsive, and reflect the principles of self-determination, partnership and collaboration.

ABOUT ORYGEN

Orygen is the largest translational research institute dedicated to youth mental health in the world. Our unique approach combines research, policy development, evidence-based clinical services, training and digital innovation to drive continual improvement in the prevention, treatment and care provided to young people experiencing or risk of experiencing mental ill-health.

For over 30 years, Orygen has led groundbreaking early intervention and developed evidence-based models of care to improve the mental health outcomes of young people aged 12-25.

Orygen is a multifaceted organisation spanning six headspace centres across Melbourne's north and west (Craigieburn, Glenroy, Melton, Sunshine, Werribee and Moonee Valley), the Centre for Youth Mental Health - a University of Melbourne research and teaching department fully embedded within Orygen and Orygen Digital, which develops and delivers integrated online clinical platforms.

VISION	Young people enjoy optimal mental health as they grow into adulthood.
MISSION	Reduce the impact of mental ill-health on young people, their families and society.
VALUES	Respect, accountability, teamwork, excellence & innovation.
COMMITMENTS	First Nations people of Australia, young people and their families, LGBTIQ+ people & culturally and linguistically diverse people.

FIRST NATIONS ADVISORY GROUP RESPONSIBILITIES

The FNAG comprises of Aboriginal and Torres Strait Islander members with diverse cultural, community, policy, research, clinical and lived experience. Membership should reflect a breadth of perspectives to ensure culturally informed advice that supports Orygen's strategic priorities and commitment to the First Nations peoples.

Key responsibilities include:

- Active participation in FNAG meetings and discussions.
- Provide strategic, culturally informed advice that is in the best interests of Aboriginal and Torres Strait Islander young people, families and communities.
- Share knowledge, expertise and community perspectives to strengthen organisational decision-making.
- Maintain respectful, collaborative and culturally safe relationships with all members and stakeholders.
- Maintain confidentiality where appropriate and declare any actual, potential or perceived conflicts of interest.
- Provide cultural guidance to strengthen culturally safe, respectful and responsive practices across Orygen.
- Advise on opportunities to strengthen partnerships with Aboriginal Community Controlled Organisations (ACCOs), First Nations organisations, communities and individuals.
- Identify emerging issues, risks and opportunities that may affect the successful implementation of the Cultural Strengthening Plan or Orygen's engagement with Aboriginal and Torres Strait Islander young people, organisations, communities and individuals.
- Ensure that the voices, perspectives and priorities of Aboriginal and Torres Strait Islander young people are reflected in organisational strategies, policies, services, research, education and workforce initiatives.
- Promote self-determination by advocating for meaningful Aboriginal and Torres Strait Islander leadership, participation and shared decision-making across the organisation.
- Provide advice to support continuous improvement in cultural capability, workforce development and organisational learning.
- Collaborate with the Cultural Strengthening Committee and the First Nations Champion to support implementation while maintaining an independent advisory role.
- Support Aboriginal and Torres Strait Islander leadership and meaningful participation in decisions that affect First Nations peoples.
- Provide strategic advice on the development, implementation, monitoring and evaluation of the Cultural Strengthening Plan.

FIRST NATIONS ADVISORY GROUP STRUCTURE

- The FNAG will comprise of only Aboriginal and Torres Strait Islander people, including provisions for First Nations young people between the ages of 15 and 24 years.
- There will be a minimum of seven (7) and a maximum of nine (9) members, and recruitment can occur at any time if membership falls below this number.
- The membership will aim to provide opportunities to build capacity in emerging leaders.
- The membership term is two (2) consecutive years, at which point members can resubmit an Expression of Interest (EoI) or be offered to renew by the First Nations team.

MEETING FREQUENCY, ATTENDANCE AND TERMS

Members are expected to attend scheduled FNAG meetings and contribute to agreed out-of-session activities where required. Meeting arrangements will be confirmed by Orygen and may include face-to-face, virtual or hybrid participation. Requirements include;

- Attendance at regular FNAG meetings, a minimum of once a quarter; at least one of these meetings should be held to meet with the Orygen Board and sub-committee group of the board.
- Review agenda and papers and prepare for discussions in advance of the meetings.
- Participate in additional engagement, consultation or cultural strengthening activities as agreed.
- Complete any required induction, orientation or cultural governance briefing relevant to the role.

HONORARIUM

The FNAG membership is a volunteer role recognised via an honorarium. FNAG members receive an average monthly honorarium of \$180 for participation in core FNAG activities, plus additional honoraria for optional activities. Orygen will fund all travel and accommodation (where necessary) costs for FNAG members to attend face-to-face activities.

HOW TO APPLY

To express interest in this opportunity visit - <https://www.orygen.org.au/About/Work-with-Us?ja-job=929495>

For further information and enquiries please contact lineesha.johnson@orygen.org.au call mobile on 0447 162 059.

Applications will close on 30th November, unless a suitable advisory group members are found sooner.