

Jawun Secondment Program

Jawun means ‘friend’ or ‘family’ in the Kuku Yalanji language of Cape York. The [Jawun APS Secondment Program](#) facilitates working with Indigenous communities and leaders through long-term engagement and partnership between government, the private sector and Indigenous Australia. This is driving Indigenous-led change as well as 2-way transfer of knowledge and skills.

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Why do we participate in the Jawun Program?

The ACMA’s Innovate [Reconciliation Action Plan](#) (RAP) includes a commitment to sponsor Jawun secondments. This is a key step in our ongoing journey towards reconciliation by strengthening cultural awareness and understanding and developing partnerships with Indigenous communities and organisations.

The Australian Public Service participates in the Jawun Secondment Program to assist in ‘closing the gap’ of indigenous disadvantage across Australia. Every secondment is part of an APS-wide contribution to empowering Indigenous leaders and organisations, building community capacity, and celebrating First Nations’ peoples and cultures.

In return, the APS secondees increase their cultural awareness and develop new individual skills, confidence, and resilience. They bring their learnings back to the public service to keep influencing the broader system to achieve better outcomes for all our citizens.

A secondee’s experience contributes directly to Closing the Gap’s Priority Reform 2 Building the Community-Controlled Sector, the secondee also makes an important contribution to Priority Reform 3 Transforming Government Organisations after their return.

Eligibility

Depending on the secondment, to be eligible you must be:

- able to commit for the duration of the secondment (from 6 to 12 weeks)
- flexible, resilient and adaptable to the changing demands of the Indigenous organisations

- either a high-performing APS6 or above, or high-performing EL2 or SESB1.

Secondment types

There are 3 types of secondment opportunities:

- **In-place secondments are held in a regional Indigenous organisation for 6 weeks.**
- **Virtual secondments are held through an online platform for 6 weeks, with the number of hours previously agreed to. It's encouraged that you participate in the in-place induction experience before the beginning of your secondment.**
- **Empowered Communities secondments are for 6 to 12 weeks secondment for high-performing EL2 and SES B1 employees for an Indigenous-led initiative that aims to increase Indigenous ownership and give Indigenous people greater say in the decisions that affect them.**

How it works

Jawun seeks applicants who are flexible, resilient, and prepared to be taken out of their comfort zone, to work either in-place or virtually, in an Indigenous organisation. Jawun works alongside the APSC and Indigenous partner-organisations to place secondees. This involves aligning their individual skills and experience with each regional organisation's priorities and any regional preference on the part of the nominating agency.

When placing skilled secondees into Indigenous organisations, there are several steps involved:

- **Indigenous organisations outline the business priorities or projects which require support and action.**
- **Jawun meets with endorsed nominees to identify their suitability for Jawun and to determine from their skillset which organisation and project they'd be best suited to.**
- **Jawun manage the secondees' induction into the region and provide ongoing support during their secondment.**

Nomination process

The Jawun Secondment Program operates across several regions around Australia including urban, regional and remote Indigenous communities.

What to include in your application

Before applying, consider whether an immersive experience is the right development opportunity for you. Jawun need people who are flexible and can adapt quickly to changing priorities and diverse work tasks.

Your application should include:

- your motivation for applying for a secondment
- what you have learned in your current role and any relevant past role/s?
- what community or volunteer work you've been involved in
- how your experience will contribute to the [Closing the Gap Priority Reforms 2 & 3](#).

For more information, see the [APS Jawun Secondment Program's Frequently Asked Questions](#).

How to apply

When applying, you need to:

- Check the dates for the relevant Jawun Secondment Round and confirm you are available for the duration of the secondment both from a professional and personal perspective.
- Seek support and written endorsement from your manager and executive manager.
- Complete the [Jawun APS Secondment Nomination form 2025](#).
 - Your executive manager signs your application under 'Manager support.'
 - leave 'Agency/ Delegate approval' blank.
- Submit your completed application form and a copy of your current CV to HRassist@acma.gov.au by the required closing date.

If your application is endorsed by Helen Owens, General Manager Corporate & Research Division, the Human Resources Strategy team will send your nomination on to the Jawun selection process via the Australian Public Service Commission (APSC) for their consideration.

At the conclusion of your secondment, consider how you will implement what you've learned into your everyday work environment.