



Our Vision

Changing lives –one story at a time

Mission Statement

Improving lives and transforming Aboriginal communities through employment, advocacy and economic opportunities

Goals

Maintain and grow quality employment and training programs

Develop and support economic opportunities through partnerships and business enterprises

Recruit, retain and develop the Ironbark team through continuous personal and professional development opportunities

Maintain and build a strong, financially viable organisation

Our Values

Commitment We are passionately invested in achieving Ironbark goals, we are tenacious and resilient.

Integrity Our actions reflect our core values. At all times we value others and doing the right things above personal gain.

Collaboration Proactively engage with internal and external stakeholders to achieve company goals.

Courage Being brave enough to challenge ourselves and others for the benefit of the organisation in our communications and actions.

Respect Demonstrate consideration, dignity and courtesy at all times.

Key Strategies

- ← Maintain quality employment services and increase reach of programs in urban areas
- ← Create pathways from school to employment
- ← Maintain quality advocacy services
- ← Partner with other reputable organisations that are aligned to our values.
- ← Improve relationship with NT Government and other NT stakeholders to leverage more opportunities.
- ← Develop business opportunities and establish viable businesses through Ironbark's investment methodology and commercial acumen
- ← Maintain and foster our values and workplace culture as we grow
- ← Recruitment practices to ensure staff are the correct fit for Ironbark
- ← Training and upskilling of Ironbark employees
- ← Create innovative forward-thinking people strategies with partners to foster relationships and transfer skills
- ← Build profile and brand through marketing and communications
- ← Modernise governance structure to be fit for purpose as Ironbark matures.
- ← Achieve Financial Equity and Asset growth targets