



Natalie James (She/Her) • 1st

...

Post-Elizabethan Secretary, Australian Department of Employment and Work...
3mo • 🌐

People ask me how I do this job.

Fair to say, it's a big job.

Often my answer is... I really don't quite know.

I just do it...if I think about it too much I can get a bit overwhelmed or even disenchanted about the number of things I want to be doing that I can't seem to get to.

I mean, that's the case for a lot of us, right? You don't have to be a post-Elizabethan Secretary to feel that way.

But I was reflecting on this last weekend, perhaps surprisingly, because my mind was a million miles away from the job and the people who tend to ask me that question.

I spent a day this weekend with some of my oldest of friends for a milestone event for one of us in Brisvegas.

I came back so refreshed, inspired and focussed, in spite of spending rather too much time drinking and rather too little time sleeping.

It drove home that for me, one of the things that helps me do my job is being able to get away from it from a bit, and connect with people who really really know me:

who hang shit on me

who ask how I REALLY am

who know me beyond this role

Connecting with people I can be myself with and who really know me helps me stay grounded.


It helps me remember where I come from and why I recommit every day to do what I do as well as I can do it...

...while giving myself a break that I won't always achieve my aspirations on that front ...which is bloody okay cos...it has to be or you'd always feel like you were falling all the time which is not helpful.

So here's me on the night I spent with some of my oldest friends. Absolutely being myself. Today, working back home in MEL for the day, I haven't been able to get the smile off my face.

So there's part of my answer – I do this job by working out the things I need to keep going and making the space for them. When I do this, I see inspiration everywhere – in the people I work with, in the stories of the impact of our work on the community, and in connecting with others who also want to help make the world a better place.



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Mary Kelly (She/Her) • 2nd

17h ...

Assistant Director, Audit and Compliance Management, Digital Services ...

I'm here for this post. It is amazing to hear a Secretary show themselves as human. Women in power who change things, shake things up and set trends are often criticised by traditional power holders, because its difficult for them to admit they are blown away by your success.

Like · 🌐 1 | Reply



Lisa Manson • 3rd -

2mo ...

Transition to Work

Amazing, I'm going to share

Like | Reply



Antoniette Gomez • 2nd

2mo ...

Founder of Adesso | Executive Director Ekhale People

Natalie James love your work! Your fresh approach to leadership is often the topic of conversation in the training room. The ripple effect has teams learning in and talking about the things that matter 🌟

Like · 🌐 1 | Reply



Simon Phemister • 2nd

2mo ...

Principal

From experience (State perspective) - you're nailing it!

Like · 🌐 1 | Reply · 1 Reply



Natalie James (She/Her) **Author**

2mo ...

Post-Elizabethan Secretary, Australian Department of Employm...



Like | Reply



Babitha Gourishetty (She/Her) • 2nd

2mo ...

Senior Engagement Manager

You are a Legend! 🌟

Like | Reply



Callie Zorzi (She/Her) • 2nd

3mo ...

Chief of Staff, Office of the Hon Anika Wells MP

You're a legend!

Like | Reply



Dean Yates • 2nd

3mo ...

Partner Financial Accounting Advisory Services EY - Government - Centri...

amazing post Natalie - keep being yourself and keep up the great work!

Like · 🌐 1 | Reply



Catherine Knott (She/Her) • 3rd -

3mo ...

Human Capital | Senior Consultant - Change & Culture | Driving Growth ...

Well said Nat! Thanks for sharing 🌟

Like | Reply



Mark Leighton • 3rd-

3mo ...

Consultant specialising in International non-profit and social enterprise ...

Really enjoyed reading this and - forgive my ignorance - but what does 'post-Elizabethan' mean in this context? It's making me think Shakespeare, Christopher Marlowe and John Ford. But that's not it, right? 😊

Like | Reply



Neisha Webster (She/Her) • 2nd

3mo ...

Shared Services Employee Relations Manager, ANZ at Mars, Inc.

Love it Natalie James, Good reminder to us all to remember to be human!

Like | Reply



Katie Alexander (She/Her) • 2nd

3mo (edited) ...

Principal Consultant - Executive & Human Resources

I loved this, and so refreshing to hear coming from the top!

Like | Reply



Lynda B. (She/Her) • 2nd

3mo ...

Strategic Finance Business Partner | Financial Controller | Business Proce ...

#keepingitreal Natalie James. You make everything look effortless!

Like | Reply



Bernadette Ryan • 2nd

3mo ...

Principal at Bernadette Ryan Solutions

Great pic Nat!

Like | Reply



Natalie Mattner • 2nd

3mo ...

Grants Officer

That's some inspirational words there Nat.

"Stay grounded" is something I remind myself of doing every day, to stay on track with life.

...see more

Like | Reply



Suzy Urbaniak • 3rd-

3mo ...

CoRE Lead at CoRE Learning Foundation 2020 Local Hero Australian of t...

How true - to get away from it, it is so important to recharge!

Like | Reply



Sonia Brockington (She/Her) • 2nd

3mo ...

PhD Candidate In Global Health Education, Casual Academic, Women in...

👍👍👍👍 superb Nat

Like | Reply



James Higgins (He/Him) • 2nd

3mo ...

Executive Officer

Really appreciate the honesty and realness of this post. #TeamDEWR

Like 2 | Reply



Angela Magarry FCHSM (She/Her) • 2nd

3mo ...

Public Policy specialist; C-suite certified - PT astronomer

Natalie Im a big fan of ur attitude & share it! Ive been on a personal journey over the past 3 yrs coming to terms with how important a balance is and less face it the term lifes short is so true! Enjoy everything!

Like | Reply



Lucas Walker • 2nd

3mo ...

Principal Consultant

I love and support this. Congratulations Natalie James

Like | Reply



Katherine Jeffries (She/Her) • 2nd

3mo ...

Director Diversity and Inclusion at the Department of Employment and ...

Honest to goodness, the more I see from you, the more I want to work for you!

Like 3 | Reply - 2 Replies



Natalie James (She/Her) **Author**

3mo ...

Post-Elizabethan Secretary, Australian Department of Employm...

#TeamDEWR is always looking for recruits ...

Like 2 | Reply



Katherine Jeffries (She/Her) • 2nd

3mo ...

Director Diversity and Inclusion at the Department of Employm...

Thanks Natalie - I will keep an eye out!

Like | Reply



Mary Maher (She/Her) • 2nd

3mo ...

Alumni Relations & Career Strategy Manager @ Jenner & Block | Callup ...

I love this for so many reasons. The restorative powers of people you've known for way too long who won't let you get away with anything! Xx

Like 3 | Reply - 2 Replies



Mary Maher (She/Her) • 2nd

3mo ...

Alumni Relations & Career Strategy Manager @ Jenner & Block...

Natalie James yes! Lots of celebrations to make up!

Like 1 | Reply



Sue McDonnell • 2nd

3mo ...

Executive Coach | Team Developer | Psychotherapist | Soulpreneur

Love this photo of you so much! x

Like | Reply



Greeshma (She/Her) • 2nd

3mo ...

Product Go To Market Lead | Consulting | Software Group | Deloitte Aus...

Natalie James it's just beautiful to see someone who is breaking glass ceilings everyday be so raw. It's not everyday that people, especially women openly talk about some days you won't have all the answers, you've got to wing it. And some days it just comes to you. For all us women with lesser experience in the world - stay true to yo ...see more

Like · 🌟 1 | Reply



Donna Wallace • 2nd

3mo ...

Love this so much! So important to carve out me-time and reconnect with yourself and those that 'fill your bucket'. Does wonders! Glad you had a fab night 🎉🍷

Like | Reply



Kylie Watson (She/Her) • 2nd

3mo (edited) ...

Hybrid Cloud & Senior Cybersecurity Executive, Cyber Threat Services &...

This is very much your calling Natalie. You seem to be thriving. Pretty inspirational as sometimes roles are a bit overwhelming (I had a little moment last week in my new role when I realised I couldn't possibly fit everything I want to do in and it's nothing as big as yours), and normalising it and taking time out to reset with authentic p ...see more

Like | Reply



Amelia Hodge (She/Her) • 2nd

3mo ...

Chief Executive Officer / Non Executive Director / Mentor / Strategy Advis...

Great messaging Natalie. This weekend completely absorbed without laptop or phone, celebrating regional careers in the #API property profession at the Chinchilla Melon Festival with a range of work goals to deliver, fantastic team mates who threw themselves into everything, family, former colleagues and customers has had the same ...see more

Like | Reply



Andrew Colvin AO APM • 2nd

3mo ...

Husband, Father, Champion of Change Coalition and fmr Police Commis...

I love the authenticity Natalie James. Brilliant.

Like · 🌟 1 | Reply



Simon Scrase (He/Him) • 3rd+

3mo ...

Economic Participation and Enterprise, City of Whittlesea

Jim Betts if Natalie is post Elizabethan what are you?

Like | Reply · 2 Replies



Natalie James (She/Her) **Author**

3mo ...

Post-Elizabethan Secretary, Australian Department of Employm...

A survivor of many ages (both of us have guess?)

Like | Reply



Simon Scrase (He/Him) • 3rd+

3mo ...

Economic Participation and Enterprise, City of Whittlesea

Natalie James rather revivers...with positive legacies.

Like | Reply



Lachlan Kerwood-McCall (He/Him) • 2nd

3mo ...

Postgraduate student in international economics

My APS career started in 2016 as a grad at Industry. If you'd told me then that seven years later departmental secretaries would be using the phrase "hang shit", on LinkedIn, I wouldn't have believed you. Thank you for being a breath of fresh air!

Like · 🗨️ 2 | Reply



Rebecca Kenny • 2nd

3mo ...

IR Advocate

Is that a Southside?

Like | Reply



Peter Caldwell • 2nd

3mo ...

Independent Member of the Audit Committee, Vanguard Investments A...

You continue to rank #1 on my hot 100 reads. Always such a great read Natalie

Like | Reply



Tayla R. (She/Her) • 2nd


3mo ...

Information Technology Security Administrator


One of the coolest things about you is your honest and how genuine you are. Bloody brilliant! 😊

Like · 🗨️ 6 | Reply · 4 Replies

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 **Natalie James** (She/Her) **Author** 3mo ...
Post-Elizabethan Secretary, Australian Department of Employm...
Things I no longer have the energy for: ironing, blow drying my hair, and pretending to be something I'm not ...


Like · 🗳️ 7 | Reply

 **Steve Knott AM** · 2nd 3mo ...
Chief Executive Australian Resources & Energy Employer Associ...
Natalie James I gave up blow drying my hair too; sadly still stuck with the ironing 🙄


Like | Reply

 **Natalie James** (She/Her) **Author** 3mo ...
Post-Elizabethan Secretary, Australian Department of Employm...
Also ...uncomfortable shoes ...CBA with that anymore either


Like · 🗳️ 3 | Reply

 **Tracey Newman (she/her)** · 2nd 3mo ...
Social Innovation Specialist | Co-Design | Social Impact | Podcar...
Gave all of these up along with guilt that also is BS. Best decision ever! I'll admit the shoes were the last to go spent years convincing myself they aren't that uncomfortable.


Like · 🗳️ 1 | Reply

 **Natalie Moore** · 3rd+ 3mo ...
Supporting workplaces of the future. Shifting the mindset of Menstruati...
Love this Natalie thanks for sharing 🙌

Like | Reply

 **Anthony Wood** · 2nd 3mo ...
Partner at Herbert Smith Freehills, Lawyers
So great Nat. Be able to have the confidence and opportunity to be yourself.

Like | Reply

 **Kate Driver** (She/Her) · 2nd 3mo (edited) ...
Having a exciting accidental career.
Seniors leaders... turns out... are people fool! Great message Nat. We are all more than what is on our signature block at the bottom of the email.

Like · 🗳️ 2 | Reply 1 Reply



Sara Goldsworthy • 2nd

3mo ...

Global policy & strategy | AWS | UTS Ambassador | Former Seni...

Exactly, Kate Driver!! I love this post from Natalie James, in fact I love all her posts because of their authenticity and humanness.

Like | Reply



Kylie Burnett (She/Her) • 2nd

3mo ...

Managing Partner at Parbery | NFP Board Member | Mentor

This is such a fabulous explanation of "how do you do such a big job?" I can definitely relate!

Like | Reply



Amanda Reynolds • 2nd

3mo ...

Executive Director

Love it. you're right taking time out even if it's an evening/weekend to just re-charge your energy is important. Sounds like you had a fab time.

Like | Reply



Margaret Crawford PSM • 2nd

3mo ...

Auditor General for NSW

Good to read Natalie

Like | Reply



Jason Duarte • 2nd

3mo ...

Head of Public Sector & Institutional Banking ACT | Digital Transformabl...

Love it!

Like | Reply



Ezra Hansen (He/Him) • 2nd

3mo ...

Manager — Multicultural Affairs

... and what's your tippie? Looks delish.

Like 3 | Reply 1 Reply



Natalie James (She/Her) **Author**

3mo ...

Post-Elizabethan Secretary, Australian Department of Employm...

It was delicious! Had a dash of aniseed

Like 2 | Reply



Russell Bode (He/Him) • 2nd

3mo ...

Payroll Award Interpretation Rostering Time & Attendance in the one pa...

Natalie, Your thoughts about the need to keep in touch with your real self, resonate with me.



Like | Reply



Rosslyn Ward • 2nd

3mo ...

Employment Facilitator - Workforce Australia Local Jobs Program - Adel...

Well said Natalie James 🙏

Like | Reply



Merita Tabain • 2nd

3mo ...

Executive Leader Communications and Corporate Affairs

Some of us may have already had an inkling.

Like - 🍷 1 | Reply



Nate Shepherd (He/Him) • 2nd

3mo ...

Senior HR Leader | Future of Work Enabler

This is such a great post Nat! Love it. And welcome back to your hood, that drink looks damned delicious 🍷

Like | Reply



Kate Furlong (She/Her) • 2nd

3mo ...

Head of Diversity, Inclusion - Wellbeing at Deloitte Australia

Love this Nat, such a great perspective 🍷 thanks for sharing 🍷

Like | Reply



Nareen Young (She/Her) • 2nd

3mo ...

Associate Dean (Indigenous Leadership and Engagement), UTS Business...

That is just lovely 🍷

Like | Reply



Fiona P Corcoran MAICD FGIA • 2nd

3mo ...

Head of Operations at VISTRA Australia

Brilliant post Natalie James - 100%. Spending a weekend, a night or even an hour or two with amazing friends (being hilarious, of course!) is sheer joy 🍷

Like | Reply