



Position Description

Position Title:	Health Promotion Specialist – Child & Maternal Health
Location:	Darwin - based in community and including cultural trips on country as required. This may include evenings and weekends.
Tenure:	Full time contract until 30 th June 2021 (contract renewal subject to funding)
Classification:	SCHCADS Modern Award Level 6 to 7 (dependent on experience)
Important Information:	Accommodation (camping or donga accommodation) will be provided when travelling to remote locations

Position Summary

With a focus on maternal and child health, this position will be responsible for supporting young mothers through pregnancy and building knowledge and confidence in parenting; assisting with referrals and support to access existing clinical and support services; delivering and supporting sexual health education and pre-pregnancy knowledge, particularly with young people; and providing targeted childhood health promotion alongside the broader Children's Ground team.

The Health Team is committed to creating and delivering responses to population health needs with the local community. The team is integrated within the full Children's Ground model and will work collaboratively with internal and with external partners.

Key Relationships

Reports to:	Top End Co-Director, Operations, People & Reporting
Key Internal liaison:	CEO, Director of Operations, Top End Co-Directors, Governance, Compliance and Systems, Health and Wellbeing team, Learning and Wellbeing team, Research and Evaluation, CG Directors, People and Culture team, Children's Ground staff
Key External liaison:	Local community services and government organisations and funding providers

Key Responsibilities

1. Children's Ground Family Health Model

- Under the Co-Directors of the Top End Australia Region, deliver the Children's Ground Family Health and Wellbeing Framework *Health in the Hands of the People*, to improve health and wellbeing outcomes for the communities we work with
- With the community, develop, assess and monitor public health needs, and manage and implement responses to create improved health and wellbeing outcomes for First Nations people across the region



- Ensure that the Family Health and Wellbeing team is accessible to all First Nations people in the communities where we work
- Support the delivery of health and wellbeing information and services in first language and support local cultural knowledge, life and lore
- Work with Learning and Wellbeing to support the integration of health and wellbeing into daily learning and development initiatives across CG
- Support the delivery of maternal and early childhood health and wellbeing services across the region, supporting all First Nations children aged 0-8 and their families including:
 - Sexual health discussions (where appropriate) with young women pre-pregnancy
 - Antenatal health promotion, supporting establishment and ongoing attendance at antenatal checks
 - Integrating health discussions into Early Years learning
 - Responding to the key health topics raised by participants
 - Alongside parents and families supporting the healthy growth and development of children from birth
 - Supporting parenting practices – both new and old

2. Local Community Agency and respect for local cultural knowledge and life

- Meet regularly with local First Nations families to discuss local aspirations to inform the directions and responsibilities of Children's Ground
- Liaise with local First Nations people in relation to activities to ensure that our operations actively promote local cultural knowledge and practice
- Encourage and support all First Nations families, valuing their ideas, strategies and aspirations
- Work in partnership with other local service partners to deliver First Cultural health and wellbeing

3. Program Design, Standards and Implementation

- With the Family Health and Wellbeing team, support an outreach model to service the region, providing access to all families
- Work with the learning team to ensure all children have a comprehensive learning and wellbeing plan
- Provide advice and recommendations to Children's Ground regarding development, implementation and program guidelines and design
- With the learning and family health team, develop Child Learning and Wellbeing Plans as well as individual and family wellbeing plans and strategies to support the emotional wellbeing of children, young people and adults
- Develop and share leading practice, referring to national and international practice and research
- Participate in regular supervision, team meetings and team planning sessions



4. Operational systems and standards

- Ensure documentation, policies, procedures, systems and standards are in place with clear compliance to meet the needs of CG and the security of information for consumers
- Ensure all activities are delivered with quality and integrity
- Ensure risk management policies and systems for operations are up to date
- Operate within the requirements of Children's Ground philosophies, policies and procedures as well as regulatory requirements

5. Staffing

- Provide mentoring and guidance to staff to develop professional, trusting and respectful relationships with people in the region

6. Information and data systems, monitoring and reporting

- Ensure user data and information is being recorded to meet the monitoring and evaluation needs of the Family Health and Wellbeing team
- Train and support staff to document and record data
- Undertake assessments and relevant research in consultation with the Directors, Top End Team and the Director of Research and Evaluation.
- Oversee development and management of a library of resources from within and outside of community including videos, books, papers, etc.
- Maintain confidential, organised and up-to-date files
- Prepare reports as requested

7. Relationships

- Develop and maintain relationships with key partners including local organisations
- Maintain strong joint working relationships across Children's Ground operations
- Represent Children's Ground in key meetings as requested

8. Contribute to Children's Ground

- Be a positive, innovative and active member of the Children's Ground Top End Region team
- Contribute to strategic planning, organisational development, work plans & policy formation
- Support a strong, connected, respectful and supportive organisation
- Participate in professional development programs offered by Children's Ground
- Participate in local language classes and practice its use in interactions with First Nations people with a view to developing an at least basic level of language competence
- Undertake other tasks as requested to support the delivery of Children's Ground

Work Health and Safety

This role will require working regularly in outdoor conditions, sitting, standing and moving around in outdoor settings, including getting in and out of motor vehicles and remote location work.

Key Selection Criteria

Essential

1. Relevant tertiary education e.g. Health Promotion, Nursing, Midwifery, Child and Maternal Health qualifications
2. Minimum 5 years' experience and demonstrated success working in a position that promotes healthy living
3. Experience working with First Nations communities and an understanding of the effects of colonisation, disempowerment and intergenerational trauma
4. Strong relationship, networking and communication skills - both verbal and written
5. Strong people management skills and a collaborative worker – teamwork, facilitation, supervision, liaison
6. Current Driver's Licence
7. Willingness to undergo a National Police Check and obtain an NT OCHRE Working with Children Check

Desirable

1. Experience working in a start-up environment
2. Demonstrated knowledge, skills, and experience in an NGO or community development organisation

Personal Attributes

- Self-starter who thrives in an environment that is ambiguous and complex and thinks systemically
- Creates and embraces a culturally diverse workforce
- Passionate about social justice
- Highly collaborative
- Innovative and thinks adaptively about problem resolution
- Focus on achieving excellence