



Position Description

Position Title: Early Years Creative Arts Educator

Location: Alice Springs with travel to outstations and on country learning sites - this may include work on evenings and weekends, including cultural and learning camps (usually 1 – 5 nights)

Tenure: Full time & Part Time Roles

Classification: SCHCADS Modern Award, Level 5 (depending on qualifications, skills and experience)

Background

Children's Ground is working to create a different future for children, families and communities in Alice Springs. Children's Ground listens to Arrernte families and communities, and they are involved in how we design and deliver all Children's Ground activities.

Together, Children's Ground is creating a strong program for learning, development and wellbeing for all Aboriginal people. Children and their families want to work and learn and to grow a strong community that celebrates culture, respects both Aboriginal and Western ways and all the good things in Aboriginal life.

Children's Ground has ten principles that guide us all in how we do all our work:

1. Start early with the little ones
2. Stay with them and grow with them until they are big
3. Work with everyone
4. Use and celebrate people's ability and strength
5. Connect everything – health, learning, family and life
6. Always think about old ways and new ways of doing things
7. Expect and deliver the best
8. Child, family and community led
9. Whole of community, in community
10. Culturally safe

Children's Ground is Australian designed with First Nations people. It is a whole of community, whole of life approach. Children's Ground works with a community over the course of a generation, led by local expertise, vision and intelligence. Together, we create and deliver an integrated system that is centred on learning, development and wellbeing and responds to the child and their family through key transition points from pre-birth to young adulthood. Our approach recognises the cultural, social and economic strength of communities and builds on this to equip children for opportunities locally, nationally and globally.

We are about creating a different future for children, families and communities experiencing the greatest levels of disadvantage and inequity in Australia. Our first priority has been walking with and supporting First Nations communities.

We are working in five geographic locations across the Central Australian region, with a shared central office based in Alice Springs. This position will work in the centre, outstations, communities and 'on country'.

Position Summary

Working alongside our experienced Arrernte educationalists and governance committee with a focus on community empowerment, our Early Years Educators are responsible for the design and implementation of an innovative and integrated approach to learning and wellbeing. Our Educators are committed to early years learning that privileges First Nations culture with the best of Western teachings.

This new position demonstrates a growth in programming for Children's Ground and is a new position.

Key Relationships

Reports to: Head of Learning & Wellbeing

Key Internal liaison: All Staff

Key Responsibilities

1. Early Years and Creative Arts

- Deliver quality community and centre based early years learning and/or creative arts with Arrernte educators and communities that fits within Children's Ground's philosophies, policies and procedures and regulatory requirements
- Support, document and monitor individualised learning and development aligned with individual learning plans
- Work collaboratively with the Early Years (EY) team to design and deliver EY activities, including the development of first language resources
- Encourage and support all First Nations families, valuing their ideas, strategies and aspirations
- Work with an interdisciplinary team to deliver an integrated and innovative learning approach including health and wellbeing, creative arts, digital and other areas
- Support extended hours learning opportunities.

2. Program Design, Standards and Implementation

- With the team, develop dynamic learning and/or creative arts activities which engage local cultural knowledge systems
- Ensure children are offered a quality, play-based environment that will support mastery in their creative, cultural and Western academic domains
- Ensure health, social and emotional wellbeing and development are an embedded part of the learning and wellbeing platform
- Ensure creative arts are an embedded part of the learning and wellbeing platform.

3. Staff support and mentoring

- With the team, and under the guidance of the Head of Learning and Senior Educators,

- support the growth of all staff at CG
- Support staff to:
 1. complete timesheets and use of the payroll system – Microkeeper
 2. Utilise documents and templates used by CG
 3. Undertake Sentrient compliance training or management
 4. Develop confidence in leading, speaking up and determining direction
- Mentor all staff where possible to achieve the very best from the workplace through development of skills, expansion of knowledge and practice at putting learning in to place.

4. Operational Systems and Standards

- Comply with policies and procedures and participate in reviews as needed
- Ensure Children’s Ground’s duty of care is met and learning/work environments are, as far as practicable, safe and supportive for families, children and volunteers.

5. Information and Data Systems, Monitoring and Reporting

- Ensure user data and information is being recorded to meet the monitoring and evaluation needs of the Learning and Wellbeing team
- Undertake relevant research in consultation with the Director Alice Springs and the Director of Research and Evaluation
- Contribute to writing papers and articulation of frameworks for Children’s Ground
- Contribute to local reporting as requested.

6. Contribute to Children’s Ground:

- Actively learn Arrernte, with a view to use in basic conversation with communities
- Be a positive, innovative and active member of the Children’s Ground team
- Contribute to strategic planning, organisational development, management work plans and policy formation
- Support a strong, connected, respectful and supportive organisation
- Participate in professional development programs offered by Children’s Ground
- Undertake other tasks as requested to support the activities of Children’s Ground.

Additional Duties:

The incumbent shall:

1. observe and carry out all lawful directions in relation to the performance of the their duties and functions under their Contract;
2. disclose any financial or other interest relating to the business of Children’s Ground or which conflicts or may conflict with the discharge of the duties or functions of their role and comply with any reasonable direction given by the Employer in respect of that interest; and
3. Devote the whole of their professional effort to their employment and not hold any position or take on any activities, which may in any way be seen to conflict with their duties at Children’s Ground.

Work Health and Safety

This role will require an active person who is capable of working in outdoor conditions and can cope with sitting, standing and moving around in outdoor settings, including getting in and out of motor vehicles. The role will involve regular bending and lifting as part of working with children aged 0 – 8 years.

Key Selection Criteria

Essential

1. Degree or recognised qualification in Early Years Learning (eligible for teacher registration in NT) or actively working towards the attainment of an Early Years Education qualification
2. Minimum one year teaching and creative arts experience
3. Experience working with children
4. Experience organising a creative arts environment that suits different ages and abilities (multi- aged class)
5. A passion for quality innovative learning and wellbeing environments
6. Excellent communication skills, both verbal and written
7. Strong people skills and a collaborative mind frame – teamwork, facilitation, supervision, liaison
8. Ability to work flexibly and creatively in a demanding NGO environment
9. A current full driver’s license, First Aid Certificate, Anaphylaxis and Asthma Management training, and Working with Children Check (NT Ochre card), or ability to obtain.

Desirable

The following attributes are desirable but not essential:

- An appreciation or experience of dynamic alternative education approaches such as: immersion schooling, bi-lingual educational, Montessori or Steiner
- Experience with First Nation communities and a deep understanding of the key challenges facing First Nation Peoples, and the strengths of First Nations Peoples
- Experience teaching or working with children who are learning English as a second language
- Experience in curriculum and resource development
- TESOL training and experience
- Leadership experience
- Degree or recognised qualification in primary teaching (Eligible for registration as a teacher in NT)
- Anaphylaxis and Asthma Management training

Personal Attributes

- Self-starter who thrives in an environment that is ambiguous and complex and thinks systematically

- Creates and embraces a culturally diverse workforce
- Passionate about social justice
- Highly collaborative
- Innovative and thinks adaptively about problem resolution
- Focus on achieving excellence