



## Position Description

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**Position Title: Early Years 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 - ending June 2023

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

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### 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 Aboriginal and Western ways and celebrates 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 currently working in Alice Springs, across 4 communities: Mpweringke Anapipe, Irrkerlantye, Uyenpere Atwatye and Yarrenyty Arltere, in a grass roots approach to deliver our Learning, Health, Community Development, Enterprise Development and Wellbeing platforms. Arrernte elders and educators work in each area in their respective communities and are part of the Children's Ground

Advisory group. We also undertaking our Walk, Talk and Act community engagement phase with Amengkwerne community.

We have a Children's Ground hub in a central location in Alice Springs. This hub houses our office, an early years space, a community meeting space, a kitchen and an outdoor learning area. We deliver weekly early years activities 'on country' as well as at our hub for each of our 4 communities.

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### 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, combined with the best of Western teachings.

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

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### Key Relationships

Reports to: Head of Learning & Wellbeing

Key Internal liaison: All Staff

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### Key Responsibilities

#### 1. Early Years Learning

- Deliver quality community and centre based early years learning 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 resources and other areas
- Support extended hours learning opportunities.

#### 2. Program Design, Standards and Implementation

- With the team, develop dynamic learning 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 creativity is an embedded part of the learning and wellbeing platform.

#### 3. 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.

#### 4. Monitoring, Evaluation and Reporting

- Maintain records including data collection and data entry in the CG database

- Maintain confidential, organised and up-to-date files relating to people
- Contribute to writing papers and articulation of frameworks for Children’s Ground
- Contribute to local reporting as requested.

**5. 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.

**Work Health and Safety**

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

**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 three years’ teaching experience
3. Experience organising a learning environment that suits different ages and abilities (multi-aged class)
4. A passion for quality innovative learning and wellbeing environments
5. Excellent communication skills, both verbal and written
6. Strong people skills and a collaborative mind frame – teamwork, facilitation, supervision, liaison
7. Ability to work flexibly and creatively in a demanding NGO environment
8. A current full driver’s license, First Aid Certificate, Anaphylaxis and Asthma Management training, and Working with Children Check (NT Ochre card).

**Desirable**

1. TESOL training and experience
2. An appreciation or experience of dynamic alternative education approaches such as: immersion schooling, bilingual education, Montessori or Steiner environments
3. Experience with First Nations communities and a deep understanding of the key challenges facing First Nations people, and the strengths of First Nations people
4. Experience teaching or working with children who are learning English as an additional language
5. Experience working across health and education sectors
6. Experience in curriculum and resource development.

**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