



Position Description

Position Title:	Community Researcher (First Nations)
Location:	Alice Springs with travel to remote locations and Darwin as required
Tenure:	Part time 0.6 EFT (three days per week), 12-month contract (a further contract will be offered subject to funding)
Remuneration:	L3-4, \$68-79k per annum, depending on qualifications and experience (plus 9.5% super and salary sacrifice)

Position Summary

This is a dedicated First Nations position - preferably a local Arrernte person with language skills in Western, Central and/or Eastern Arrernte, who can work within the communities leading Children's Ground in Central Australia: Mpweringke Anapipe (Northern Outstations), Irrkerlantye (Whitegate), Yarrenyty Arltere (Larapinta), Uyenpere Atwatye (Hidden Valley), Amengkwerne and any emerging communities.

The Community Researcher will work alongside the Research & Evaluation team to undertake monitoring and evaluation with Children's Ground First Nations staff, families and communities.

The focus of Children's Ground's evaluation and research is to demonstrate the impact the Children's Ground Approach for children, families and communities. Children's Ground is committed to community led practice that privileges First Nations culture. In our research and evaluation, First Nations Community Research teams and leaders are directly involved in designing and doing a new way of approaching evaluation.

This role will focus on engaging staff, families and communities in Children's Ground's evaluation and research. It will involve developing information about our evaluation to share with families and then talking with families about our daily data collection and long-term evaluation over 25 years.

This role will also work with communities to identify things in their families and communities that they want to evaluate and do research projects about – then working alongside families to design and do the research and evaluation.

Key Relationships

Reports to:	Central Australia Research & Evaluation Co-Coordinator
Key Internal liaison:	Director, Research & Evaluation Central Australian Regional Director, Area heads and staff First Nations leaders, local community researchers and families Top End Research & Evaluation team
Key External liaison:	Local research, evaluation and service partners, such as schools, health, education and other services as needed

Key Responsibilities

This role will work within the Central Australian Research & Evaluation team to support the implementation of the Children's Ground monitoring, evaluation and research through:

1. Engaging and working with First Nations families and communities about research and evaluation

- Contributing to information and ways Children's Ground can engage children, families and communities in research and evaluation.
- Always talking with people about our evaluation and research so all staff and families become familiar and comfortable with our data and evaluation.
- Working with First Nations staff and families to build interest, knowledge and skills in evaluation and research.
- Engaging in and supporting peer mentoring – learning from other First Nations and Western trained staff and sharing your knowledge and experience with them too.

2. Evaluation and Research

- Contributing to and supporting other First Nations staff to lead the evaluation design, delivery, analysis and reporting, including planning and leading support for First Nations staff to talk with families and communities about the evaluation to ensure they feel informed, empowered and engaged in our data collection and evaluation approaches.
- Contributing to the development of a culturally reflective and ethical approaches to evaluation and research – and leading support of First Nations leaders, staff and families to lead and contribute.
- Contributing to supporting staff to collect their data every day to a high quality using the Children's Ground data entry system.
- Contributing to regular reviews and data feedback with evaluation/research team, staff and communities – both of quantitative (numbers) and qualitative (stories) data.
- Working with First Nations leaders and communities to develop community research priorities.
- Working with staff and families to do local research projects – sometimes with external research and evaluation partners.
- Contributing to writing research reports, papers and publications.
- Contribute to data analysis for evaluation reporting and research, with First Nations staff and communities.
- Support developing and writing research and evaluation reports.
- Participating in conferences and other presentations about our research and evaluation.
- Contribute to quarterly reports to the Director that describe evaluation and research progress, achievements and any challenges.
- Other evaluation and research tasks as needed by the Co-Coordinators.

3. Local community agency and respect for local cultural knowledge and life

- Regularly talk with local First Nations people and elders to discuss local aspirations and acquire content to inform monitoring, evaluation and research.
- Liaising with local First Nations people to ensure that our monitoring, evaluation and research operations do not undermine, but instead actively promote local cultural knowledge and practice
- Encouraging and supporting all First Nations families, valuing their ideas, strategies and aspirations.

4. Relationships

- Develop professional, trusting and respectful relationships with people in the region.
- Maintain strong working relationships with Children's Ground internal partners.

- Develop and maintaining strong relationships with relevant external partners.
- Represent Children’s Ground at meetings when requested.

5. Contribute to Children’s Ground

- Be a positive, innovative and active member of the Children’s Ground team.
- Contribute to Research & Evaluation strategic planning and organisational development.
- Support a strong, connected, respectful and supportive organisation.
- Engage with local languages by learning basic words/phrases and using them in interactions with First Nations people.
- Participate in professional development programs offered by Children’s Ground.
- Undertake other tasks as requested to support the Director of Research & Evaluation, any external valuator/contractors and staff in communities for delivery of Children’s Ground.

Key Selection Criteria

Essential

- Experience in working with First Nations communities
- Good communication skills
- Ability to plan, organise and prioritise workload around importance and timelines
- Ability to work collaboratively as a member of the team and demonstrated ability to work independently
- Ability to work in a flexible team environment
- Willingness to undergo a National Police Check and obtain an OCHRE Working with Children Check

Desirable

- Relevant degree/qualification in evaluation or research
- Arrernte language speaker
- Experience in working within evaluation and research approaches
- Knowledge and skills in using Microsoft Access
- An interest in working with children of all ages and their families
- Current driver’s licence
- Experience working in a start-up environment and implementation of processes and systems from scratch

Personal attributes

- Creates and embraces a culturally diverse workforce
- Proactive and can work autonomously, as well as part of a team
- Passionate about social justice and empowerment
- Highly collaborative
- Self-starter who thrives in an environment that is fast paced, innovative, complex and thinks systemically
- Innovative and thinks adaptively about problem resolution
- Focus on achieving excellence