

Position Description

Position Title:	People & Culture Coordinator Central Australia
Location:	Alice Springs, with travel to outstations and on country as required – this may include work on evenings and weekends on occasion.
Hours:	30.4 hours per week
Tenure:	Fixed term contract to December 2023
Classification:	Social, Community, Home Care and Disability Services Award (SCHADS) Level 5

Background

The Children’s Ground Approach is Australian designed with First Nations peoples. We are committed to systems change to ensure dignity, justice and equity for all children and families. Our work focuses on national reform as well as evidencing a new way of working. The Children’s Ground Approach is a whole of community, whole of life approach. We partner 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 that responds to the child and their family through the 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 celebrate First Nations children and families and back their vision and talent to transform their communities from extreme stress and economic disadvantage to communities of opportunity and wellbeing.

Children’s Ground operates in Central Australia and across the Top End, with support provided by a Melbourne-based Shared Services team.

The People and Culture area leads one of Children’s Grounds key systemic reform areas – Workforce. The long-term aim of the Workforce reform area is to build a permanent, local, skilled and sustainable workforce that recognises the role of local, First Nations and western skills and knowledge systems and recruiting the best to achieve excellence. The Children’s Ground approach to workforce development is encapsulated by a “no barriers” approach to employment that privileges the lived experience and cultural knowledge of First Nations Peoples and provides a flexible approach to employment.

Children’s Ground has a small People & Culture Team supported by the People and Culture Manager (based in the Melbourne office), to implement the overall People & Culture (P&C) function. The People & Culture Coordinator Central Australia works in close collaboration with the Manager People & Culture on P&C operations.

Position Summary

As an experienced HR practitioner, you will have thorough knowledge of HR best practices, in particular recruitment, and experience working with First Nations communities. Ultimately, you should be able to manage the full employment life cycle, provide staff support, and ensure we always meet our staff and volunteer compliance requirements.

Reporting to the People & Culture Manager, Shared Officer you will work closely with the Regional Director with responsibility to:

- Undertake recruitment & onboarding for positions within Central Australia.

- Coordinate termination and exit activities for Central Australia.
- Maintain records for Central Australian employees.
- Support staff in relation to onboarding, training, and use of payroll related systems.
- Recruit, induct, and support volunteers.
- Contribute to the support of staff wellbeing and development processes and initiatives
- Ensure Children’s Ground P&C policies, procedures and processes are implemented
- Contribute to the implementation of Staff Training and Development
- Actively contribute to Workplace Health and Safety initiatives
- Contribute to the development of the P&C strategic and operational plans, P&C policies and procedures, and P&C reporting.
- Positively contribute as a member of both the Central Australia Operations Team and the People and Culture Team.

Key Relationships

Directly reports to:	Manager People & Culture – Shared Office
Direct reports:	None
Key Internal liaison:	Regional Director Central Australia, Deputy Regional Director Central Australia, Workforce Development Coordinator, Managers Central Australia, Director of Finance, staff and volunteers Central Australia.
Key External liaison:	HR agencies & suppliers, job network providers

Key Responsibilities

1. Recruitment, selection, onboarding & induction

- Implement recruitment and induction strategy, procedures, and practices for Central Australia, coordinating with and supporting managers, incorporating:
 - Position description development and evaluation.
 - Sourcing candidates through the most effective methods determined for each role, including posting job advertisements.
 - Evaluating applications to determine if they meet the requirements of the position.
 - Short listing applicants and providing managers with information regarding candidate’s eligibility for interview.
 - Co-ordination and scheduling of interviews on behalf of the hiring manager, providing recruiting methods, interview guides and questions.
 - Ensuring reference checks are conducted.
 - Maintaining complete records of interviews and employee hires.
 - Acting as the key liaison between applicants and hiring managers.
 - Ensuring compliance with Working with Vulnerable Persons (WWVP) policies, including that Working with Children and Police checks are undertaken.
 - Preparing new hire paperwork ensuring legislation requirements are met and forward offers to applicants selected.
 - Contacting new staff to prepare on-boarding sessions.
 - Preparing induction materials.
 - Arranging travel and lodging for applicants as may be required.

- Co-ordinating and contributing to induction of new staff.
- Coordinate the process for expressions of interest in work by local First Nations people, including:
 - Ensuring that expressions of interest are recorded.
 - Consulting with management on suitability.
 - Reviewing expressions of interest as positions arise.
 - Ensuring all checks and paperwork are completed.
- Work with Management in Central Australia in identifying Central Australia volunteer assignments that provide meaningful work for volunteers, and in filling the positions, and inducting volunteers.
- Manage termination and exit activities for Central Australia.

2. Staff well-being & development

- Support staff, in particular First Nations staff, in relation pre employment checks, inductions, and training.
- Support all staff in the use of payroll and related systems, including timesheets, purchases, and leave applications.
- Coordinate implementation of the Quality, Planning, Review & Support (QPRS) process in Central Australia.
- Work with the volunteer supervisors to ensure effective support is provided to volunteers in Central Australia.
- Support the Workforce Development Coordinator and the P&C Manager in the development and delivery of staff training and professional development.
- Support other staff wellbeing and development processes and initiatives in Central Australia.

3. Policies, systems, plans and reports

- Ensure Children's Ground P&C policies, procedures and processes are implemented in Central Australia.
- Maintain personnel files, HR data and compliance data for Central Australia in the Children's Ground HR information system.
- Ensure HR compliance information is effectively managed in the Sentrient System.
- Contribute to
 - the development of P&C strategic and operational plans
 - the development of P&C policies and procedures
 - P&C Board and CEO reports.

4. Team Contributions

- Actively and positively contribute to the People & Culture Team in the implementation of People & Culture strategies and operations, ensuring a consistent and coherent P&C approach.
- Actively and positively contribute as a member of the Central Australia Operations Team in supporting the delivery of the Children's Ground Approach in Central Australia.

5. Workplace Health and Safety

- Support the Manager Operations in the coordination and implementation of Workplace Health and Safety procedures and systems.

6. Contribute to Children's Ground

- Develop and maintain strong relationships with key internal and external partners.
- Maintain strong joint working relationship across Children's Ground Central Australia
- Support and nurture a culture that values all peoples, is inclusive, respectful and supportive, and that demands excellence, quality and accountability.
- Participate in available language classes and practice its use in interactions with local people, with a view to developing a basic level of competence over time.
- Participate in professional development programs offered by Children's Ground.
- Represent Children's Ground at meetings when requested.
- Undertake other duties as requested to support the activities of Children's Ground.

Key Selection Criteria

The key selection criteria for the position of People & Culture Officer Central Australia are:

- Qualifications in Human Resources Management or another relevant field and/or equivalent experience.
- Hands on experience with recruitment and selection processes.
- Knowledge of contemporary HR practices.
- Experience working with First Nation communities and/or an understanding of the effects of colonisation, disempowerment, poverty and intergenerational trauma on First Nations people and communities.
- Experience in the community sector.
- Excellent communication and interpersonal skills.
- Proven ability in administering HR systems and processes.
- Demonstrated computer competency in Microsoft Office applications.
- Ability to prioritise and complete projects within deadline.
- Ability to work cooperatively and collaboratively as a member of teams.
- Willingness to obtain and maintain an OCHRE Working with Children Check and undergo a National Police Check.
- Current driver licence.

Personal Attributes

- Self-starter who thrives in an environment that is ambiguous and complex and thinks systemically.
- Creates and embraces a culturally diverse workforce.
- Ability to balance competing work priorities and to work to tight timeframes and deadlines.
- Organised and detail oriented.
- Highly collaborative
- Focus on achieving excellence.
- Passionate about social justice.