



Position Title

Position Title:	Financial Literacy Counsellor
Location:	Alice Springs (travel to other parts of the Northern Territory to be expected)
Reports to:	Manager - People & Culture
Tenure:	Fixed term part-time contract – 12 months
Classification:	SCHCADS Modern Award Level 5.1

Background

The Children's Ground is a First Nations organisation. The Children's Ground Approach is designed and delivered through the leadership of First Nations people. 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 privilege First Nations knowledge systems and practice. Over the course of a generation, led by local expertise, 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 our communities. We build on this over a generation to ensure a future for our children and grandchildren that gives them freedom, opportunity and rights to their culture and identity.

Position Summary

A considerable determinant of wellbeing is financial independence. Most families Children's Ground work with experience poverty and associated issues such as poorer health outcomes, poor housing, overcrowding, intergenerational trauma, and high stress. Addressing economic insecurity through employment is one way of addressing these issues. Broad-scale employment reduces pressure on one or two members of a family to be financially relied upon.

This role works to increase awareness of resources for financial management and the importance of staying out of debt. This is a long-term approach to greater economic agency and security across the community. Working to reduce financial stress positively impacts wellbeing, which inevitably flows to children as greater education and knowledge in addressing financial obligations and getting in front will have multiple outcomes for individuals, families and communities.

Key Relationships

Reports to:	Manager - People & Culture
Key Internal liaison:	Director, Central Australia Region; Learning and Wellbeing team; Community Development and Wellbeing team; Director, Research and Evaluation; Director, People and Culture; Children's Ground staff
Key External liaison:	Service organisations in Alice Springs

Key Responsibilities

1. To facilitate programs so that participants can experience increased understanding and awareness about financial systems, services and rights to reduce financial stress and worry about financial management by:
 - Engaging employees in formal financial literacy and management training
 - Providing individualized support
 - Increasing awareness and understanding of financial instruments (e.g. of bank accounts, savings plans, card use, personal loans, salary sacrificing) and their financial support needs met
 - Provide access to individualised and targeted support and mentoring
 - Develop programs to increase financial and economic stability from employment with Children's Ground
 - Ensure engagement in project activities by Children's Ground employees
 - Develop support structures that are relevant, innovative and responsive within the workplace (mentoring, one-on-one support and workshops that will encourage greater participation
 - Work closely with the Workforce Development Coordinator and the Workforce Counsellor to ensure appropriate support is provided
2. Local community agency and respect for local cultural knowledge and life
 - Meet regularly with local First Nations people and elders to discuss local aspirations; this will inform the directions and responsibilities of the role.
 - Liaise with local First Nations people in relation to activities to ensure active promotion of local cultural knowledge and practice.
 - Support communities with food security initiatives including food gardens, food storage and preparation solutions, advocacy and support.
 - Encourage and support all First Nations families, valuing their ideas, strategies and aspirations.
3. Relationships
 - Develop professional, trusting and respectful relationships with people in the region.
 - Maintain strong working relationship with Children's Ground internal partners.
 - Develop and maintain strong relationships with relevant external partners.
 - Represent Children's Ground at meetings when requested.
 - Attend key meetings with staff and communities
4. Monitoring & Evaluation

Contribute to monitoring and evaluation as required, which may incorporate:

 - Maintaining records including data collection and data entry in the Children's Ground database
 - Reporting on program deliverables
 - Contribute to the writing of papers and articulation of frameworks for Children's Ground.
5. Contribute to Children's Ground:

- Be a positive, innovative and active member of the Children’s Ground team.
- 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.

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. Qualifications, certificates, professional membership required
2. Experience working within First Nations families
3. Strong people skills – teamwork, communication
4. Ability to work in a flexible team environment
5. Current Driver’s Licence (if a job requirement – otherwise put under desirable)
6. Willingness to undergo a National Police Check and obtain an NT OCHRE Working with Children Check

Desirable

1. Experience in resource development/facilitation/training
2. Experience in mentoring and coaching

Personal attributes

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