



Position Description

Position Title:	Health Promotion Specialist - CA
Location:	Alice Springs. Some travel may be required to go on country - this may include work on evenings and weekends, including cultural and learning camps (1 – 5 nights)
Tenure:	Full time contract for 12 months (contract renewal subject to funding)
Classification:	SCHCADS Modern Award Level 6.1
Important Information:	Accommodation (camping or donga accommodation) will be provided when travelling to remote locations

Background

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

Children's Ground has 10 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 First Nations community designed. 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 focused on learning, development and wellbeing and 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 are about creating a different future for children, families and communities experiencing the greatest levels of disadvantage and inequity in Australia. Our priority is walking with and supporting First Nations communities.

Position Summary

This position will provide a wide range of health promotion services to families living in five different communities in and around Mparntwe – Alice Springs including remote communities and outstations in Central Australia.

The Health Promotion Specialist will work in a small multi-disciplinary team delivering the Children's Ground Family Health and Wellbeing Framework *Health in the Hands of the People Utnenge, Tyerrtye, Mwerre Atnyenetyeke Iltye Tyerrtye Urrperle–kenhenge* to improve the health and wellbeing outcomes for communities.

The work critically includes the recognition and support of local cultural knowledge systems and practices, and the agency of consumers. The role requires a collaborative approach, working with the team to develop and implement family health plans with individuals and families and create and deliver responses to population health needs with the local community. The team will work collaboratively with internal and external partners.

Key Relationships

Reports to: Head of Health and Wellbeing – Central Australia (CA)

Key Internal liaison: CEO, CA Director of Operations, CA Deputy Director, CA Co-Directors, Governance, Compliance and Systems; Health and Wellbeing team; CA Learning and Wellbeing team; Research and Evaluation; Directors, People and Culture; Children's Ground staff

Key External liaison: Local community services and government organisations and funding providers

Key Responsibilities

1. Children's Ground Family Health Model

- Under the Co-Directors, Central Australia, deliver the Children's Ground Family Health and Wellbeing Framework *Health in the Hands of the People*, to improve health and wellbeing outcomes for the communities we work with.
- With the community, develop, assess, and monitor public health needs, and manage and implement responses to create improved health and wellbeing outcomes for First Nations people across the region
- Contribute to initiatives that improves the accessibility of the Family Health and Wellbeing team to all First Nations people in the communities where we work.
- Support the delivery of health and wellbeing information and services in first language and support local cultural knowledge, life, and lore.
- Work with the Learning and Wellbeing Team to support the integration of health and wellbeing into daily learning and development initiatives across CG.

Supporting the delivery of key components of the Family Health and Wellbeing Framework including:

- With the community, develop, assess, and monitor population health and health promotion priorities and manage and implement responses to create improved health and wellbeing outcomes for First Nations people across the region
- Integration of health and wellbeing into CG's early childhood curriculum, daily learning and development initiatives for children aged 0-8 years, including but not limited to:
 - Physical Health and Wellbeing
 - Nutrition
 - Oral Health

- Environmental Health
 - Disease Prevention
 - Development and implementation of family/community health promotion initiatives as identified and prioritised by community, including but not limited to:
 - Physical Health and Wellbeing
 - Nutrition
 - Oral Health
 - Environmental Health
 - Disease Prevention
 - Health Literacy and Access to health services
 - Social and emotional wellbeing and ensure it is integrated in learning and family health planning.
 - Development, implementation of family health and wellbeing plans.
 - Where relevant, support and develop Health Promotion initiatives in the region, working with local community, local health providers and cultural health services.
 - Provide support to local First Nations people to navigate and access the public/private health system so that it is more effective, efficient, and culturally safe.
 - Support local First Nations people to advocate for appropriate and integrated health service delivery within the Central Australian region.
- 2. Local Community Agency and respect for local cultural knowledge and life**
- Meet regularly with local First Nations families to discuss local aspirations, to inform directions and responsibilities of Children’s Ground.
 - Liaise with local First Nations people in relation to activities to ensure that our operations actively promote local cultural knowledge and practice.
 - Encourage and support all First Nations families, valuing their ideas, strategies, and aspirations.
 - Work in partnership with other local health and wellbeing service partners to deliver First Nations Cultural health and wellbeing.
 - Provide mentoring, management, and guidance to staff to develop professional, trusting, and respectful relationships with people in the region.
- 3. Program Design, Standards, and Implementation**
- With the Family Health and Wellbeing team, support an outreach model to service the region, providing access to all families.
 - Provide advice and recommendations to Children’s Ground regarding development, implementation and program guidelines and design of MCH programs.
 - Develop and share leading maternal and child health practices, referring to national and international evidence and research.
 - Participate in regular supervision, team meetings and team planning sessions around MCH and the CA health team.
 - Timetabling of visitations, team responsibilities, roles, and practice.
 - Develop and share leading practice, referring to national and international practice and research.

4. Operational systems and standards

- Ensure documentation, policies, procedures, systems, and standards are in place with clear compliance to meet the needs of CG and the security of information for consumers.
- Ensure all activities are delivered with quality and integrity.
- Ensure risk management policies and systems for operations are up to date
- Operate within the requirements of Children’s Ground philosophies, policies, and procedures as well as regulatory requirements.
- Ensure security of information for consumers

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 MCH grant.
- Undertake assessments and relevant research in consultation with CA communities, health team and the Director of Research and Evaluation.
- Work with families to identify MCH resource focus areas & types and develop and test MCH resources with families.
- Maintain confidential, organised, and up-to-date files.
- Support staff to document and record data.
- Oversee development and management of a library of resources from within and outside of community including videos, books, papers, etc.
- Plan, monitor and expend budget to comply with Children’s Ground budget and financial systems. Maintain confidential, organised, and up-to-date files relating to people.
- Prepare reports as requested to First Nations Governance groups for review of delivery planning and review against Cultural and Western health practices, education, standards and KPIs.
- Prepare other reports as requested by internal teams or for funding purposes.

6. Quality & Risk Management

- Ensure all activities are delivered with quality and integrity.
- Ensure risk management policies and systems for the functions are up to date.
- Operate within the requirements of Children’s Ground philosophies, policies, and procedures as well as regulatory requirements.

7. Relationships

- Develop and maintain relationships with key partners including local organisations.
- Developing professional, trusting, and respectful relationships with people in the region.
- Maintain strong joint working relationships across Children’s Ground operations.
- Represent Children’s Ground in key meetings as requested.

8. Contribute to Children’s Ground

- Be a positive, innovative, and active member of the Children’s Ground Top End Region team.
- Contribute to strategic planning, organisational development, management work plans & policy formation.
- Support a strong, connected, respectful and supportive organisation.

- Participate in professional development programs offered by Children’s Ground.
- Participate in local language classes and practice its use in interactions with First Nations people, with a view to developing at least basic level of language competence
- Undertake other tasks as requested to support the delivery of 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. Relevant Degree/qualification in Health Promotion or equivalent work experience
2. Significant experience and expertise and demonstrated success in health promotion
3. Understanding and/or experience working with First Nation communities and the strengths and key issues facing First Nation people, and an understanding of the effects of colonisation, disempowerment, and intergenerational trauma
4. Excellent communication and interpersonal skills, both verbal and written
5. Strong relationship, networking, and communication skills
6. Strong people management skills and a collaborative worker – teamwork, facilitation, supervision, liaison
7. Current Drivers Licence
8. Willingness to undergo a National Police Check and to obtain an OCHRE Working with Children Check

Desirable

1. Experience working in a start-up environment
2. Demonstrated knowledge, skills, and experience in an NGO or community development organisation

Personal attributes

- Self-starter who thrives in an environment that is ambiguous and complex and thinks systemically
- Creates and embraces a culturally diverse workforce
- Passionate about social justice
- Highly collaborative
- Innovative and thinks adaptively about problem resolution
- Focus on achieving excellence