



Position Description

Position Title:	Social, Emotional & Wellbeing Counsellor
Location:	Darwin based – supporting Darwin First Nation communities and frequent travel to West Arnhem providing remote outreach support
Tenure:	Full time contract to 31 December 2023
Classification:	Level 6

Position Summary

The Social, Emotional & Wellbeing Counsellor will be a member of a multi-disciplinary team that delivers the Children's Ground Family Health and Wellbeing Framework to improve the health and wellbeing outcomes for the community. This will include the recognition and support of local cultural knowledge systems and practices, and the agency of consumers. In addition, we know that the history of colonisation in Australia continues to have an ongoing devastating impact on Aboriginal families and communities. Genocide, dispossession, segregation, assimilation and loss of land rights are part of the context for all First Nations Australians.

This position will work with children, young people, adults and elders across a wide range of issues including grief and loss, trauma, crisis resolution, advocacy for family violence issues, coping mechanisms and associated issues relating to violence, substance abuse, suicidal behaviours, family and health issues, stress and depression.

This position will be responsible for creating a strengths-based therapeutic counselling framework and service that will work across the Children's Ground Learning and Health & Wellbeing platforms.

Working collaboratively with the Health Team, you will develop and implement family health plans with individuals and families and will create and deliver responses to population health needs with the local community.

This position will provide outreach services to West Arnhem and work with families in Darwin First Nation communities.

Key Relationships

Reports to:	Head of Health and Community Development
Key Internal liaison:	CEO, Children's Ground; Top End Co-Directors, Governance; Health and Wellbeing Team; 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 Head of Health and Community Development, deliver the Children's Ground Family Health and Wellbeing Framework to improve the health and wellbeing outcomes for the communities we work with
- With the community, develop, assess and monitor social and emotional wellbeing needs and strengths, and manage and implement responses to create improved wellbeing outcomes for First Nations people across the region
- Ensure that the Family Health and Wellbeing team is accessible to all First Nations people in the communities where we work
- Support the delivery of wellbeing information and services in first language and support local cultural knowledge, life and lore
- Work with the areas of Learning and Wellbeing and Community Development and Wellbeing to support the integration of social and emotional wellbeing into daily learning and development initiatives across CG
- Support the delivery of social and emotional wellbeing across the region, supporting all First Nations children aged 0-8 and their families through:
 - A range of trauma informed therapeutic interventions including group work, individual counselling and family therapy
 - A social and emotional wellbeing environment in Children's Ground that promotes First Nations wellbeing practices and knowledge
 - A critical incident response strategy with the Children's Ground team and partner organisations in the region
 - Contribution to a Children's Ground Wellbeing strategy for the social and emotional wellbeing of staff

2. Local Community Agency and respect for local cultural knowledge and life

- Meet regularly with local people and elders to discuss local aspirations, to inform the directions and responsibilities
- Liaise with local people in relation to activities to ensure that our operations do not undermine, but rather actively promotes local cultural knowledge and practice
- Encourage and support all families, valuing their ideas, strategies and aspirations
- Work in partnership with local service partners to deliver First Cultural health and wellbeing

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
- Work with the learning team to ensure all children have a comprehensive learning and wellbeing plan that includes their social and emotional wellbeing needs and development support
- Provide advice and recommendations to Children's Ground regarding development, implementation and program guidelines and design

- With the learning and family health teams, develop Child Learning and Wellbeing Plans as well as individual and family wellbeing plans and strategies to support the emotional wellbeing of children, young people and adults
- Develop and share leading practice, referring to national and international practice and research
- Participate in regular professional supervision, team meetings and team planning sessions

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 review and monitoring of standards on a regular basis
- 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

5. Staffing

- Provide mentoring and guidance to staff to develop professional, trusting and respectful relationships with people in the region

6. Information and data systems, monitoring and reporting

- Ensure user data and information is being recorded to meet the monitoring and evaluation needs of the Family Health and Wellbeing team
- Train and support staff to document and record data
- Undertake assessments and relevant research in consultation with the Directors of Top End Region and the Director of Research and Evaluation
- Oversee development and management of a library of resources from within and outside of community including videos, books, papers, etc.
- Maintain confidential, organised and up-to-date files
- Prepare reports as requested

7. Relationships

- Develop and maintain relationships with key partners including local organisations
- Maintain strong joint working relationship across all areas of 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 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
- 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 tertiary qualification
2. Minimum 5 years’ experience and demonstrated success working in a position that promotes social and emotional health and wellbeing
3. Experience working with First Nations communities and an understanding of the effects of colonisation, disempowerment and intergenerational trauma
4. Knowledge of and experience with trauma informed practice
5. Strong relationship, networking and communication skills - both verbal and written
6. Strong people management and collaboration skills – teamwork, facilitation, supervision, liaison
7. Current Driver’s Licence
8. Willingness to undergo a National Police Check and obtain an NT OCHRE Working with Children Check

Desirable

1. Current registration with APS or relevant professional body
2. Experience working in a start-up environment
3. 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