



Position Description

Position Title:	Social, Emotional & Wellbeing Lead
Location:	Darwin based – supporting Darwin First Nation communities and frequent travel to West Arnhem providing remote outreach support
Tenure:	Full time until 30 th June 2024, further extension subject to funding
Classification:	Level 6

Position Summary

This position children, young people, adults, families and communities with a focus on prevention early intervention and therapeutic intervention.

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

Key Relationships

Reports to:	Head of Health & Wellbeing
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 deliver the Children's Ground Family Health and Wellbeing Framework to improve the health and wellbeing outcomes for the communities we work with
- Build relationships with First Nations community members
- The development and implementation of a range of early intervention and prevention strategies which promote positive mental health and social and emotional wellbeing outcomes

- 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
- Support integrated service delivery within a multi-disciplinary team and across key stakeholders, to identify community needs, plan and implement prevention and early intervention strategies to address the mental health needs of children, youth, and their families.
- Support the delivery of social and emotional wellbeing across the region, supporting First Nations communities by:
 - Providing a broad range of culturally safe and responsive interventions that address the mental health needs of Aboriginal children, young people and their families
 - The development and implementation of a range of interventions and prevention strategies which promote positive mental health and social and emotional wellbeing outcomes
 - A social and emotional wellbeing environment in Children’s Ground that promotes First Nations wellbeing practices and knowledge

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

- Provide advice and recommendations to Children’s Ground regarding development, implementation and program guidelines and design
- 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 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 and culturally safe 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. 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. Experience in Community Development. Demonstrated experience in engaging, establishing relationships and having informed discussions with Aboriginal children and young people, their families and significant others to enable their needs to be met
5. Knowledge of a range of interventions and prevention strategies which promote positive mental health and social and emotional wellbeing outcomes
6. Developing, designing, implementing and evaluating preventative and early intervention therapeutic programs
7. Strong relationship, networking and communication skills - both verbal and written
8. Strong people management and collaboration skills – teamwork, facilitation, supervision, liaison
9. Current Driver's Licence
10. 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. Existing networks and relationships within the Northern Territory
4. 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