



## Position Description

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<b>Position Title:</b>	<b>First Nations Health Promotion Officer (Female Identified)</b>
Location:	Alice Springs (some travel may be required to on country - this may include work on evenings and weekends, including cultural and learning camps (usually 1 – 5 nights))
Reports to:	Head of Health and Wellbeing, Central Australia Region
Tenure:	Part Time, consider 3-4 days per week OR Full Time, 38 hours per week Fixed Term 12-month Contract
Classification:	SCHCADS Modern Award Level 4 (negotiable depending on skills and experience)

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### 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.

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### Position Summary

This position is for a First Nations person with language skills, preferably in Arrernte (western, central and/or eastern) or any other central desert language, with a strong understanding of traditional and western health. The First Nations Health Promotion Officer will work with children, young people, elders, and families to promote family health and wellbeing and to address key health concerns identified in the community. The position will provide information in first language and will work with western health promotion staff to support individual control and understanding over health concerns. This role will work with women and young women across the communities we engage, with a strong focus on maternal and child health needs, education and access and cultural health.

The position will be working in a multi-disciplinary team, to deliver 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. The Health Promotion Team will work in an integrated way with the Learning and Wellbeing

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.

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### Key Relationships

Reports to:	Head of Health and Wellbeing – Central Australia (CA)
Key Internal liaison:	CEO, CA Regional Director, CA Deputy Regional 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

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### Key Responsibilities

#### 1. Children’s Ground Family Health Model

- Health resources should be developed around 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 each community, develop and assess health needs, and create and design culturally appropriate and First Nations language-based resources.
- Support the delivery of health and wellbeing information and services in First Nations language and support local cultural knowledge, life, and lore.
- Support health promotion across all areas of health need including but not exclusive to nutrition, social emotional wellbeing, maternal and childhood health, and wellbeing services across the region.
- Mentor and support both Arrernte and non-Aboriginal staff.
- Work effectively with all children and families.
- Ensure health and wellbeing information and services are delivered 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 health and wellbeing into daily learning and development initiatives across CG-CA.

#### 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.
- Regularly visit elders and senior cultural people across the region.
- 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 up-to date Western ways of health as well as First Nations Cultural health and wellbeing.

#### 3. Program Design, Standards and Implementation

- With the team, provide outreach family health and wellbeing promotion to service the region with access available to all families.

- Provide advice and recommendations to Children’s Ground regarding health promotion needs in the community.
- Support development and improvements of Health and Wellbeing platform.
- Develop family-based health and wellbeing support plans.

#### **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.

#### **5. Information and data systems, monitoring and reporting**

- Oversee collection of data and ensure information is being recorded to meet the monitoring and evaluation needs of the health Team.
- Undertake assessments and relevant research in consultation with CG Directors.
- Ensure user data and information is being recorded to meet the monitoring and evaluation needs of the Family Health and Wellbeing team.
- Help develop resources from within and outside of community including videos, books, papers, etc.
- Maintain confidential, organised and up-to-date files relating to people.
- Prepare reports as requested.

#### **6. Relationships**

- Develop and maintain relationships with key partners, including local organisations.
- Maintain strong joint working relationships across Children’s Ground operations.
- Contribute to reports to main funding body as well as any requests by internal teams for funding purposes.

#### **7. Contribute to Children’s Ground**

- Be a positive, innovative, and active member of the Children’s Ground team, across all sites, including Top End and Shared Office in Melbourne.
- Contribute to strategic planning, organisational development, 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.

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### **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.

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### **Key Selection Criteria**

#### **Essential**

1. Demonstrated knowledge, training and experience in health promotion working with First Nations communities
2. Strong understanding of traditional and western health
3. Strong people skills – teamwork, facilitation
4. Good communication skills with language skills, preferably in Arrernte (western, central and/or eastern) or any other central desert language,
5. Ability to work in a flexible team environment.
6. Current full driver's licence
7. An OCHRE card or willingness to obtain.
8. Willingness to undergo a National Police Check

#### **Desirable**

1. Degree, Certificate, or recognised qualification in health
2. Demonstrated knowledge, training, and experience in health promotion.