



Position Description

Position Title:	Health Promotion Specialist – Maternal and Child Health
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

Background

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.

Children's Ground is committed to community-led practice that privileges First Nations culture. We are also committed to First Nations data, research and evaluation sovereignty. This project will be an important contribution to continuing our work in embedding a culture on local monitoring and evaluation and data sovereignty with First Nations children, families and communities.

Position Summary

The Health Promotion Specialist – Maternal and Child Health (MCH) will work in a small multi-disciplinary team delivering the Children's Ground (CG) Family Health and Wellbeing Framework, *Health in the Hands of the People - Utneenge, Tyerrtye, Mwerre Atnyenetyeke Ilye Tyerrtye Urrperle-kenhenge* to improve the health and wellbeing outcomes in communities we work alongside.

This position will provide a wide range of Maternal & Child health promotion services to families living in urban housing, town camps and remote communities in and around Mparntwe – Alice Springs. Over a three-year period, this project will deliver a unique culturally responsive MCH program that uplifts First Nations MCH knowledge and practice with Western leading practice.

Placed based (delivered in and with community), targeted and universal MCH will support antenatal and postnatal health and wellbeing, including maternal health behaviours, social/emotional wellbeing, and safety during pregnancy; infant and maternal health, nutrition, access to healthy kids checks,

social/emotional wellbeing and child developmental milestones (Cultural & Western). As a whole of community approach, this project will make a significant contribution to our goal of universal access with our benchmark to support over 75% of children in CG targeted communities aged 0-2 years and their families.

Key Relationships

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

Key Internal liaison: CEO, CA Directors, Children’s Ground staff

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

Key Responsibilities

1. Children’s Ground Family Health Model

The Children’s Ground Health and Wellbeing team are responsible for health promotion delivery outlined in the CG Health and Wellbeing Framework *Health in the Hands of the People*. Utilising this framework the position will;

- Build upon existing, and develop new relationships with pregnant women, families with children 0-2 years and young people who are current or prospective parents.
- Work with each community, to develop and assess health needs related to maternal and child health.
- Increase access for mothers, babies and carers to cultural MCH, including cultural midwives, baby smoking ceremonies, bush medicines and food, and angankeres (traditional healers).
- Develop MCH plans with women and/or families and monitor progress.
- Support the delivery of maternal and child health focused health and wellbeing information and practice, supporting local cultural knowledge, life, language and lore. This includes;
 - Sexual health discussions with young people
 - Healthy relationships and good social and emotional health
 - Antenatal, birth and postnatal health promotion, highlighting the importance of midwifery and specialist appointments in pregnancy
 - Responding to key health topics and concerns raised by individuals, families, and communities regarding MCH
 - Supporting healthy growth and development of children from birth for parents and extended family
 - Supporting parenting practices – both traditional and current.

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 direction of MCH program.
- Liaise with local First Nations people to ensure that operations actively promote local cultural knowledge and practice in the area of MCH.
- Encourage and support all First Nations families, valuing their ideas, strategies, and aspirations.

- Share knowledge with all team members in an ongoing effort to increase MCH knowledge across team members within CG.
- Develop professional, trusting, and respectful relationships with people in the region.

3. Community Development

- Utilise community development principles in your practice.
- Contribute to the development of family health and wellbeing plans and community plans.
- Share goals and updates of project with First Nations governance and community members, ensuring delivery is in line with community aspirations and advice.
- Uplift First Nations cultural health practices related to MCH.

4. Integration

- Ensure integration of MCH within all Children's Ground operations to support a coordinated approach to community development, safety, learning, health and wellbeing and economic development.
- Working alongside the MCH Resource Development staff member, provide specialist advice and direction to support the development of MCH resources that are informative, culturally appropriate and engaging.
- Support workshop delivery for MCH resource development with communities.
- Develop and strengthen existing relationships with team members and local services to develop and execute plans, ensuring wrap around integrated service delivery and supports for woman and/or families.

5. Program Design, Standards, and Implementation

- With the Family Health and Wellbeing team, support an outreach MCH 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.

6. 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 participants.
- Ensure all activities are delivered with quality and integrity with a focus on project kpi's.
- 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.

7. 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.
- Maintain confidential and up-to-date files.

- Support team members 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. relating to MCH.
- Prepare reports as requested internally or by funders in a timely manner.

8. 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.
- 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, Maternal Child Health, Midwifery, or equivalent work experience
2. Significant experience, expertise and demonstrated success in health promotion and maternal and child health deliver
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. Current Drivers Licence
7. 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