



Position Description

Position Title:	Head of Learning and Wellbeing
Location:	Alice Springs, Northern Territory
Responsible for:	Learning and Wellbeing team
Key Internal liaison:	CEO, Head of Health and Wellbeing, Head of Community Development, CG Directors, Learning and Health staff.
Key external liaison:	Yipirinya School, Local schools in Alice Springs, Local organisations, NT Government.
Tenure:	Full time, 2 year contract, (a further contract will be offered subject to funding and performance)
Classification:	SCHCADS Modern Award Level 7 to Level 8 (depending on skills, experience and qualifications)

Background

This is an exciting opportunity for a dynamic, creative educationalist with experience in both Early Years and Primary school learning to be part of the leadership of Children's Ground Learning and Wellbeing approach. You will be part of a bold independent Not-For-Profit organisation creating a different future with children, families and communities experiencing the greatest levels of disadvantage and inequity in Australia.

Children's Ground is Australian designed with First Nations people. 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 centred on learning, development and wellbeing that respond 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.

The role works closely and alongside our Arrernte educators who are developing and implementing an Arrernte learning platform. The incumbent forms part of the CA leadership team and takes a lead role in the design and implementation of community empowerment and innovative integrated approaches to learning and wellbeing that will lead educational approaches in the 21st Century and beyond. The incumbent must also re imagine primary and early years learning, privileging First Culture with the best of Western teachings.

We want someone who can play a significant role as a senior member of the Alice Springs and Children's Ground senior leadership teams in the development and achievement of the strategy, objectives and goals of the organisation.

It is also expected that the individual will represent Children's Ground at meetings, conferences and donor events.

We are working in five geographic locations across the Central Australian region, with a shared central office based in Alice Springs. This position will be based in Alice Springs at the regional hub and work across locations, in community centres, in outstations and on country.

KEY RESPONSIBILITIES

1. Leadership, Planning and Strategy

- a) Under direction and support from the CEO, the Director and Arrernte leadership lead the development and implementation of the learning and wellbeing platform for Children's Ground Central Australia
- b) Be a dynamic, visionary, passionate and empathic leader for staff and local users
- c) Ensure local users are key strategic advisors in program development and delivery
- d) Build and protect the cultural, ethical, and corporate social responsibility of Children's Ground
- e) Contribute to the development and achievement of the CG and CA strategy, objectives and goals of the organisation.

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

- a) Meet regularly with local First Nations people and elders across the region to discuss local aspirations, to inform the teams directions and responsibilities
- b) Liaise with local First Nations people in relation to the teams activities to ensure that our operations do not undermine and actively promote local cultural knowledge and practice
- c) Work with the Cultural Advisory group to strategise, articulate and plan the learning platform and delivery
- d) Encourage and support all Aboriginal families, valuing their ideas, strategies and aspirations.

3. Learning and Wellbeing

- a) Under direction and with the support of the CEO and Director - CA, implement an innovative, dynamic, high quality Learning, Wellbeing and Development Platform for Central Australia that engages children in their first culture and language and builds upon this with key 21C education principles to deliver a rich learning platform that will, over time, ensure children emerge with a strong skill base across multiple cultures, and a strong sense of identity, pride and wellbeing
- b) Engage local cultural knowledge systems as a starting platform for learning and wellbeing upon which to build, working with local people who are regarded as teachers and professors
- c) Ensure children are supported in a rich, creative, cultural and academic landscape that engages their sensibilities
- d) Work with the whole CG team to ensure an integrated approach to learning and wellbeing in the best interest of the child and their family
- e) Work with Children's Ground practitioners across each area (family health, community development, creative arts etc.) to create an intergenerational environment and lead an integrated learning platform that includes extended hours and engages a range of key specialists e.g. health, creative arts, social and emotional wellbeing, music and digital media
 - Ensure health, social and emotional wellbeing and development are an embedded part of the learning and wellbeing platform

- Support a rich extra-curricular program, and after-school and holiday environment for children and their families
- f) Alongside First Nation educators provide direct delivery of Early years and Primary aged learning and wellbeing
- g) Work effectively and lead the team of staff delivering the learning program across a range of environments, including outstations, private homes, community, and bush settings
- h) Maintain an organised and professional environment that is conducive to learning and the development of the whole child
- i) Ensure individualised learning plans for each child are developed with their family and include regular conversations and involvement of family
- j) With the assistance of first-language speakers, observe and document each student's growth in cultural knowledge, and progress across cognitive, creative, physical, social, and emotional domains
- k) Maintain safe physical learning environments
- l) Align practice with National policy and international leading practice.

4. Staff management and support

- a) Recruit, manage, train and develop the CA Learning and Wellbeing team - with the support of People and Culture and Director CA's assistance as required
- b) Provide supervision, training, mentoring and support to staff in the Learning and Wellbeing team
- c) Manage human resource matters as they arise with the support of the People and Culture team
- d) In partnership with other CA teams, support the extended hours and specialist programs.

5. Quality & Risk Management

- a) Ensure all programs are delivered with quality and integrity
- b) Ensure risk management policies and systems are up to date
- c) Operate within the requirements of Children's Ground philosophies, policies, and procedures as well as regulatory requirements
- d) Ensure compliance with early years frameworks and standards of learning for children aged 0-12
- e) Ensure compliance with educational regulations, relevant laws standards and practice.

6. Financial accountability and resource management

- a) With the Director CA, budget and manage the resources for the Learning and Wellbeing area.

7. Evaluation, monitoring and data systems management

- a) With the Director Evaluation and other staff as appropriate, ensure data systems and collection are integrated into practice
- b) Monitor program quality and performance against key outcome indicators
- c) Support local staff and community to be trained in community led monitoring and evaluation
- d) Contribute to the embedding and integrity of the 25-year longitudinal evaluation.

8. Communications & Partnerships

- a) Work closely with relevant organisations to ensure the development of a consistent learning and wellbeing approach across generations
- b) Coordinate joint learning initiatives with relevant organisations and schools
- c) Participate in key local partnership committees relating to learning and wellbeing
- d) Develop and manage productive relationships with stakeholders relevant to Early Years Learning and Wellbeing and education
- e) Contribute to the documentation and communications of the Learning and Wellbeing platform
- f) Provide a quarterly report on progress to the CA Director including written and visual documentary form and contribute to the quarterly board report.

9. Children's Ground

- a) Be a positive, innovative, and active member of Children's Ground
- b) Contribute to strategic planning, organisational development, management work plans & policy
- c) Support a strong, connected, respectful and supportive organisation
- d) Actively work towards learning Arrernte, to be able to use in basic conversation with the community
- e) Participate in professional development programs offered by Children's Ground
- f) Undertake other tasks as requested to support the delivery of Children's Ground Central Australia.

ADDITIONAL DUTIES

The Head of Learning and Wellbeing shall:

- a) observe and carry out all lawful directions in relation to the performance of the duties and functions under this Contract.
- b) disclose any financial or other interest relating to the business of Children's Ground in accordance with the Act or which conflicts or may conflict with the discharge of the duties or functions of the office and comply with any reasonable direction given by the Employer in respect of that interest; and
- c) devote the whole of their professional effort to their employment and not hold any position or take on any activities, which may in any way be seen to conflict with the learnings, duties or functions under this Contract unless approved by Children's Ground Ltd.

LOCATION AND HOURS WORKED

This is a full-time position and will be based at Children's Ground Alice Springs hub. Delivery will include mobile, outstation and on country learning across our five sites.

KEY SELECTION CRITERIA

The key selection criteria for the position of Head of Learning and Wellbeing are:

- Degree or recognised qualification in Primary teaching (Eligibility for registration as a teacher in NT) or Early Years education

- Minimum 5 years teaching experience
- TESOL trained educator
- Experience leading and organising a learning environment that suits different ages and abilities (multi-aged class)
- Experience teaching children who are learning English as a Second Language
- An innovative educator with experience in curriculum and resource development
- Experience with First Nation communities and a deep understanding of the key challenges facing First Nation Peoples, and the strengths of First Nations Peoples
- Experience and passion for quality innovative learning and wellbeing environments
- Excellent communication skills, both verbally and written
- Experience in leading and managing a team of people
- Strong people skills and a collaborative worker – teamwork, facilitation, supervision, liaison
- Ability to work flexibly and creatively in a demanding NGO environment
- A current full driver's license with Light Rigid endorsement, or willingness to obtain.

Work Health & Safety:

This role will require an active person who is capable of working regularly in outdoor conditions and can cope with sitting, standing and moving around in outdoor settings, including getting in and out of motor vehicles. The role will involve regular bending and lifting as part of working with children aged 0 – 8 years. Carrying objects up to 15kg and moving around in all weather conditions.

DESIRABLE ATTRIBUTES

The following attributes are desirable but not essential:

- Five Years' experience in a leadership role in education
- An appreciation or experience of dynamic alternative education approaches such as: immersion schooling, bi-lingual educational, Montessori or Steiner
- Experience working in a start-up environment with implementation of processes and systems from scratch.

PERSONAL ATTRIBUTES

- Confidence with creative arts including drama, music, arts and imagination
- 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.