



## Position Description

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<b>Position Title:</b>	First Nations Community Researcher
Location:	Based in Darwin with travel to remote locations and as required
Reports to:	Research & Evaluation Coordinator
Tenure:	Part-Time (0.4/2 days) Fixed term 12-month contract (further contracts will be subject to funding)
Classification:	SCHCADS Modern Award Level 2.1

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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, designed by First Nations people. We partner 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 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 communities and builds on this to equip children for opportunities locally, nationally and globally.

We celebrate First Nations children and families and back their vision and talent to transform their communities from extreme stress and economic disadvantage to communities of opportunity and wellbeing.

Children's Ground operates in the Top End and Central Australia in the Northern Territory, with support provided by a Melbourne-based Shared Services team.

In the Top End we work in the communities of Minmarama/Kulaluk, Knuckey's Lagoon, 15 Mile and Marlkawo.

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### Position Summary

The First Nations Community Researcher will work alongside the Research & Evaluation Team to support our monitoring and evaluation with Children's Ground First Nations staff, families and communities.

The focus of Children's Ground evaluation and research is to demonstrate the impact the Children's Ground Approach for children, families and communities. Children's Ground is committed to community led practice that privileges First Nations culture. In our research and evaluation First Nations Community Research teams and leaders are directly involved in designing and doing a new way of approaching evaluation.

This role will focus on supporting engaging staff, families and communities in Children's Ground's evaluation and research. It will involve supporting the development of information about our evaluation to share with families and then talking with families about our daily data collection and long-term evaluation over 25 years.

This role will also work with communities to identify things in their families and communities that they want to evaluate and do research projects about – then working alongside families to design and do the research and evaluation.

This role will work with all communities in Top End currently working with Children's Ground; including Knuckey's Lagoon, Minmarama, Kulaluk and 15 Mile around Darwin, Markawo (outstation) in West Arnhem any new communities.

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### Key Relationships

Reports to: Research & Evaluation Coordinator Top End

Key Internal liaison: Top End Directors and Area/Team heads

Working Partnerships: Top End teams of Learning, Family Health, Community Development and Employment, Central Australia First national Community Researchers, Data & Evaluation Officer

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### Key Responsibilities

This role will work in partnership with the Top End Monitoring & Evaluation Coordinator to support the implementation of the Children's Ground monitoring, evaluation, and research through:

#### 1. Engaging and working with First Nations families and communities about research and evaluation

- Contributing to information and ways Children's Ground can engage children, families and communities in research and evaluation.
- Always talking with people about our evaluation and research so all staff and families become familiar and comfortable with our data and evaluation.
- Working with First Nations staff and families to build interest, knowledge and skills in evaluation and research.
- Engaging in and support peer mentoring – learning from other First Nations and Western trained staff and sharing your knowledge and experience with them too.

#### 2. Evaluation and Research

- Supporting First Nations staff to lead the evaluation design, delivery, analysis and reporting, including planning and support for First Nations staff to talk with families and communities about the evaluation to ensure they feel informed, empowered and engaged in our data collection and evaluation approaches.
- Supporting staff to collect their data every day to a high quality using the Children's Ground data entry app or using paper based forms.
- Contributing to regular reviews and data feedback with evaluation/research team, staff and communities – both of quantitative (numbers) and qualitative (stories) data.

- Contributing to the development of a culturally reflective and ethical approaches to evaluation and research – and leading support of First Nations leaders, staff and families to lead and contribute.
- Working with First Nations leaders and communities to develop community research priorities.
- Working with staff and families to do local research projects – sometimes with external research and evaluation partners.
- Contribute to data analysis for evaluation reporting and research, with First Nations staff and communities.
- Participating in conference and other presentations about our research and evaluation.
- Other evaluation and research tasks as needed by the Coordinator.

### **3. Local community agency and respect for local cultural knowledge and life**

- Regularly talk with local First Nations people and elders to discuss local aspirations and acquire content to inform monitoring, evaluation and research.
- Liaising with local First Nations people to ensure that our monitoring, evaluation and research operations do not undermine and actively promote local cultural knowledge and practice.
- Encouraging and support all First Nations families, valuing their ideas, strategies and aspirations.

### **4. Relationships**

- Developing professional, trusting and respectful relationships with people in the region.
- Maintaining strong working relationship with Children's Ground internal partners.
- Developing and maintaining strong relationships with relevant external partners.
- Representing Children's Ground at meetings when requested.

### **5. 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.
- Participate in professional development programs offered by 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. Good communication skills; verbal and written.
2. Ability to plan, organise and prioritise workload around importance and timelines.
3. Ability to work collaboratively as a member of the team and demonstrated ability to work independently and autonomously.
4. Strong people skills – team-work, facilitation, supervision.
5. Good communication skills.
6. Ability to work in a flexible team environment.
7. Willingness to undergo a National Police Check and obtain an OCHRE Working with Children Check.

### **Desirable**

1. Have an understanding of the history and context of Darwin First Nation communities.
2. Knowledge and skills in computer use.
3. An interest in working with children of all ages and their families.
4. Current driver's licence.
5. Experience working in a start-up environment and implementation of processes and systems from scratch.

### **Personal attributes**

- Self-starter who thrives in an environment that is fast paced, innovative, complex and thinks systemically
- Proactive and can work autonomously, as well as part of a team
- Creative and embracing of a culturally diverse workforce
- Passionate about social justice and empowerment
- Highly collaborative
- Innovative and thinks creatively about problem resolution
- Focused on achieving excellence