



Position Title

Position Title:	Head of Community Development
Location:	Alice Springs
Reports to:	Regional Director
Tenure:	Fixed term 12-month contract
Classification:	SCHCADS Modern Award Level 8 (depending on qualifications and experience).

Background

Children's Ground is a First Nations organisation. 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 Central Australia and across the Top End, with support provided by a Melbourne-based Shared Services team.

Position summary

Children's Ground is expanding our community development and wellbeing (CDW) platform and this is an exciting position for someone to join our leadership group and work alongside our Ingkerrekele arntarnte-areme (Central Australian regional governance group). This role will support the key principle of place-based delivery and local community ownership, governance, planning and delivery. Engagement, empowerment and fostering of leadership skills through governance capacity will be key outcomes of this position.

The position will support innovative integrated approaches to community development and will be required to provide a strong strategic focus to the role and commit to the strategy, objectives and goals of Children's Ground. You will have the ability to effectively manage programs, staffing and reporting. A key focus is working in alignment with community priorities and vision.

Children's Ground are working in five geographic communities and you will oversight and support Community based (First Nations) Community development lead (CD lead) positions in each site and 3 full time and one part time Community Development coordinator positions that will support each local community's leadership, governance, consultation, planning and community projects.

In addition to leading the team this role will be responsible for providing community development coordination in one of these communities.

Key Responsibilities

1. Community Development platform leadership

- Under direction and with the support of Director – CA and the Ingkerrekele arntarnte-areme (CA Regional governance group), implement an innovative, dynamic, high quality community development platform for Central Australia.
- Oversee the development, delivery, monitoring and review of community plans, that set out the vision, goals and priorities for the community and are in line with the CG philosophy.
- Identify community development projects that require additional funding and work with the Regional Director and the Partnerships and Investment team to write grant proposals to secure financial support.
- Provide updates on grants and community development activities to leadership, the community and funding bodies.
- Contribute to the development and achievement of the CG and CG Central Australia (CA) strategy, objectives and goals.
- Build and protect the cultural, ethical, and corporate social responsibility of Children's Ground.

2. Community Engagement and Collaboration and respect for cultural knowledge and life

- Ensure First Nations leaders are key strategic advisors in all aspects of the CDW platform.
- Meet regularly with First Nations people and Elders to discuss community goals which inform the teams direction and responsibilities, encouraging and supporting all First Nations families, valuing their ideas, strategies and aspirations.
- Support community events, workshops, meetings, stakeholder visits and cultural celebrations to promote community pride and engagement.

- Support the community development leads and CD coordinators to work with everyone in community to discuss local aspirations, ensuring that our operations actively promote local cultural knowledge, safety and practice.
- Encourage and empower community members to capture their ideas and aspirations and take ownership of development projects and initiatives such as infrastructure improvements, housing, education, employment programs, and environmental sustainability initiatives.

3. Staff management and support

- Develop the CDW workforce and ensure all CDW staff have access to regular supervision, mentoring, ongoing learning and skill development opportunities in project management, leadership and environmental stewardship.
- Manage human resource matters as they arise with the support of the People and Culture team.

4. Governance and leadership

- Strengthen and maintain local governance processes, ensuring the CDW team support least 3 governance meetings each quarter in each community. These may be held during the day, at family nights or on camps as directed by community.
- Promote good communication and interaction between the Ingkerrekele arntarnte-areme, local community governance groups and community members.
- Facilitate and support the development, delivery, and review of community plans, meeting reporting requirements in line with the CG philosophy and in collaboration with local community leadership and the broader community, ensuring community voice is strong.
- Foster leadership development within community members and provide vital communication where relevant between community members, government agencies, non-profits, and other organisations.
- Track the progress and impact of community programs, providing recommendations for improvements.

5. Integrated delivery

- Support the delivery of the CG integrated service platform, through working closely with the Heads of Learning, Health, Research and the Coordinator of Resource and Economic development to strengthen program delivery.
- Strengthen relationships with families to support engagement with CG activities and ensure multiple communication methods are used to keep community members informed.
- Support the planning and delivery of 2 family camps annually in each location, to promote cultural learning, community connection, and engagement.

- Utilise existing activities such as Early Years Learning on Country sessions and Family Nights as a platform for meaningful community discussions and the development of broader initiatives.

6. Relationships and stakeholder management

- Develop collaborative relationships with service partners, participating in local Service Delivery Forums, to promote service collaboration and integration.
- Liaise with a wide range of organisations and businesses who have a shared interest in following the leadership of community members and the goals of individual community plans.
- Maintain joint working relationships across Children’s Ground operations.
- Represent Children’s Ground in key meetings as requested.

7. Operational systems and standards

In collaboration with CG CA Directors:

- Ensure all programs are delivered with quality and integrity
- Develop community led, governance standards and practice
- Ensure Policies and Procedures are in place, reviewed, implemented and updated as needed
- Ensure compliance with relevant regulations, laws and standards
- Ensure risk management policies and systems are up to date
- Operate within the requirements of Children’s Ground philosophies, policies and procedures as well as regulatory requirements.

8. Contribute to Children’s Ground

- Be a positive, innovative and active member of Children’s Ground and participate and support broader activities of the Alice Springs office
- Contribute to strategic planning, organisational development, management work plans & policy
- Support a strong, connected, respectful and supportive organisation
- Actively work towards learning Arrernte, with a view to use in basic conversation with the community
- Participate in professional development programs offered by Children’s Ground
- Undertake other tasks as requested to support the delivery of Children’s Ground.

Additional Duties

The Head of Community Development shall:

- a) Observe and carry out all lawful directions in relation to the performance of the duties and functions under their 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 duties or functions under this Contract unless approved by Children's Ground Ltd.

Location and Hours Worked

This is a full time position (38 hours per week) and will be based at Children's Ground Alice Springs hub (2 South Terrace, The Gap). At times, hours of work may extend into the evening and/or across weekends and applicants should be flexible in their ability to work outside of normal office hours when required.

Work Health & Safety

This role will require working regularly in outdoor conditions, in extreme heat during the summer, sitting, standing and moving around in outdoor settings, including getting in and out of motor vehicles and remote location work. At times it may require heavy lifting up to 20kg.

Key selection criteria

Key selection criteria for the position:

- Relevant qualification and or extensive relevant experience in a community development role
- Highly developed organisational and communications skills including the ability to work independently and manage time effectively.
- Prior experience working in First Nations community development and ability to work with all members of a community
- Demonstrated high level ability to plan and deliver community development projects
- Proven leadership, performance management, supervision and mentoring skills and experience
- Able to work effectively both independently and as part of a team.
- A current full driver's license

- Willingness to undergo a national police check and Ochre Card application (if an Ochre Card is not already held)

Desirable Attributes

- Experience working with First Nations communities in Central Australia
- 4WD experience

Personal Attributes

- Self-starter who thinks systemically and thrives in an environment that can be complex
- Creates and embraces a culturally diverse workforce
- Passionate about social justice and improving outcomes for First Nation communities
- Highly collaborative
- Innovative and thinks adaptively about problem resolution
- Initiative and ability to work in a remote setting without face-to-face supervision
- Focus on achieving excellence.