



## Position Title

---

<b>Position Title:</b>	<b>Men's Wellbeing Practitioner (Internal Ref: CAMULHWBNI1043)</b>
Location:	Alice Springs
Reports to:	Head of Health & Wellbeing
Tenure:	Fixed term contract to June 2026 contract
Classification:	SCHCADS Modern Award Level 6.1 – 6.3 \$107,717 - \$112,479 (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

The Men's Wellbeing Practitioner will be a member of a multi-disciplinary team that delivers 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. In addition, we know that the history of colonisation in Australia continues to have an ongoing devastating impact on Indigenous families and communities. Genocide, dispossession, segregation, assimilation and loss of land rights are part of the context for all Indigenous Australians.

This position will be responsible for working with men and young males to increase outcomes in wellbeing. Through strengthening connection to culture, community/family and country, this position will work to address barriers to positive wellbeing. These issues may include underemployment, homelessness, safety, use of/experiencing family and domestic violence, current and/or intergenerational trauma and addiction issues.

Working collaboratively within the Health Team, you will contribute to and implement family health plans with individuals and families and create and deliver responses to population health needs with the local community, working in a manner that is strengths based.

---

### Key Relationships

Reports to: Head of Health & Wellbeing, Central Australia  
Key Internal liaison: CEO, Children's Ground; Director, Central Australia Region; Learning and Wellbeing; Community Development and Wellbeing; Director, Research and Evaluation; Director, People and Culture; Children's Ground staff  
Key External liaison: Service organisations in Alice Springs

---

### Key Responsibilities

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

- Under the Head of Health and Wellbeing, Central Australia Region, and the health team, deliver the Children's Ground Family Health and Wellbeing Framework to improve the health and wellbeing outcomes for the communities we work with
- Support the delivery of social and emotional wellbeing across the region, supporting First Nations men and younger males with:
  - A range of trauma informed therapeutic activities that create improved wellbeing outcomes
  - Activities provided at times out of hours
  - Resources developed and provided in first language addressing issues related to safety, family and the reduction of violence in communities
  - A social and emotional wellbeing environment in Children's Ground that promotes first nations wellbeing practices and knowledge

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

- Meet regularly with local people and elders to discuss local aspirations, to inform directions and SEWB responses
- Liaise with local people in relation to activities to ensure that our operations do not undermine and actively promote local cultural knowledge and practice

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

- Support the development of family-based wellbeing plans and strategies to support the emotional wellbeing of men and younger males
- Work with governance and First Nations men to plan and implement camps and on country sessions

- Integrate services with other program delivery at CG where able
- Develop and share leading practice, referring to national and international practice and research
- Participate in regular professional supervision, team meetings and team planning sessions

#### **4. Operational systems and standards**

- Develop and implement documentation policies, procedures, systems and standards with clear compliance to meet the needs of CG and the security of information for everyone at CG.
- Ensure review and monitoring of standards on a regular basis
- Ensure all activities are delivered with quality and integrity
- Operate within the requirements of Children's Ground philosophies, policies and procedures as well as regulatory requirements

#### **5. Staffing**

- Share skills and knowledge with team members in a commitment to life long learning within the Organisation
- Develop professional, trusting and respectful relationships with people in the region in order to facilitate connection of specialist services
- Support initiatives or provide ideas that when actioned support staff wellbeing

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

- Ensure user data and information is being recorded to meet the monitoring and evaluation needs of the Family Health and Wellbeing team
- Train and support staff to document and record data
- Undertake assessments and relevant research in consultation with the Director, Central Australia Region and the Director of Research and Evaluation
- Maintain confidential, organised and up-to-date files
- Prepare reports as requested

#### **7. Relationships**

- Develop and maintain relationships with key partners including local organisation
- Maintain strong joint working relationship across Children's Ground operations
- Represent Children's Ground in key meetings as requested

#### **8. Contribute to Children's Ground**

- Be a positive, innovative and active member of the Children's Ground Central Australia Region team
- Contribute to strategic planning, organisational development, management work plans & policy formation.
- Support a strong, connected, respectful and supportive organisation
- Participate in professional development programs offered by Children's Ground
- Participate in Arrernte 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 Central Australia Region

---

### Work Health and Safety

This role will require working regularly in outdoor conditions, in extreme heat during the summer, sitting, standing, carrying objects up to 15 kg and moving around in outdoor settings, including getting in and out of motor vehicles and remote location work.

---

### Key Selection Criteria

#### Essential

1. Relevant tertiary qualification
2. Minimum 5 years’ experience and demonstrated success working in a position that promotes social and emotional health and wellbeing, particularly amongst men and/or young people
3. Experience working with First Nations communities and an understanding of the effects of colonisation, disempowerment and intergenerational trauma
4. Knowledge and experience of trauma informed practice
5. Strong relationship, networking, and communication skills - both verbal and written
6. Strong people management skills and a collaborative worker – teamwork, facilitation, supervision, liaison
7. Current Driver’s Licence
8. OCHRE card and National Police Clearance (or willingness to obtain)

#### Desirable

- Current registration with APS or relevant professional body
- Experience working in a start-up environment
- 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